PHYSICIAN COMPENSATION SURVEY: 1990 REPORT BASED ON 1989 DATA

CRAHCA

CENTER FOR RESEARCH
IN AMBULATORY
HEALTH CARE ADMINISTRATION

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Center for Research in Ambulatory Health Care Administration
Physician Compensation Survey: 1990 Report Based on 1989 Data

Introduction

The *Physician Compensation Survey: 1990 Report Based on 1989 Data* presents summary statistics regarding the compensation of physicians and allied healthcare professionals of MGMA member group practices. The development of the survey questionnaire and the analysis of responses were supported by a grant from Cejka & Company to the Center for Research in Ambulatory Health Care Administration (CRAHCA). Cejka & Company is a national consulting firm headquartered in St. Louis, Missouri, that specializes in physician compensation and recruiting consultations.

The information contained in the *Physician Compensation Survey: 1990 Report Based on 1989 Data* is presented solely for the purpose of informing physicians and administrators of ranges of compensation levels of medical group providers. Data are not meant to represent definitive compensation levels. Users of this report are cautioned against the establishment of common compensation scales or any agreement to fix prices or fees in violation of federal or state antitrust laws.

How This Report Was Computed

Survey questionnaires were mailed to 3,981 MGMA member groups in February 1990. There were 1,083 surveys returned, reflecting a response rate of 27.2 percent. In order to be included in the final database used to compile the tables in this report, a medical group must have reported 12 months of data and be classified as either a freestanding or hospital affiliated group. Since 21 groups did not report 12 months of data or classified themselves as university affiliated, government affiliated, or otherwise affiliated, 1062 cases were used to compile the final tables presented in this report.

Individual data were also deleted from the database if physician salary was less than $20,000 per year or if allied healthcare professional salary was less than $10,000 per year. The net result of all these deletion criteria is that CRAHCA was able to use data for 15,724 physicians and allied healthcare professionals out of an original sample of 18,499 individuals for a data retention rate of 85.0 percent.

Data for two related reports, the *Production Survey: 1990 Report Based on 1989 Data* and the *Physician Compensation Survey: 1990 Report Based on 1989 Data* are collected on a single survey instrument which is reprinted on pages 29-32 of this report. Please refer to the questionnaire and its instructions to better understand how data were collected for this report.

How to Use This Report

The *Physician Compensation Survey: 1990 Report Based on 1989 Data* is designed to assist physicians and administrators to evaluate the patterns of compensation of medical group physicians. When analyzing the data in this report, the following definitions and caveats should be kept in mind:

1. Physician compensation is defined as the gross dollar amount paid by the medical group in fiscal/calendar year 1989, such as taxable salary, bonuses, incentive payments, research stipends, honoraria, and taxed profit sharing distributions, etc. Compensation does not include the dollar value of fringe benefits paid by the medical group, such as retirement plan contributions, life and health insurance, use of automobile, or any employer contributions to a 401K or Keogh Plan.
2. Data for academic physicians are contained in a separate publication, the *Academic Practice Physician Compensation and Production Survey*. Information regarding this report can be obtained from the MGMA Order Department.
3. Production in this report is synonymous with total gross patient charges of each physician or allied healthcare professional. Gross patient charges are the full dollar value, at the group's established rates, of services provided to patients, before reduction by charitable adjustments, professional courtesy adjustments, contractual adjustments, employee discounts, bad debts, etc. The charges associated with the sale of hearing aids, eyeglasses, contact lenses, etc. are not included.
4. Confidentiality of the data reported on the survey questionnaire has been strictly followed. To further ensure anonymity in this survey report, data were suppressed when there were less than three medical groups responding to a question or when there were less than 10 individual (physician or allied healthcare professional) observations for a specific data category.
5. In order to provide the most accurate statistics for physician compensation, **median** salaries were used throughout the tables and graphs in the report. Simply stated, the median is the midpoint of all responses by participants. Use of median salaries as the reported statistic reduces the distortion that may occur when extremely high or low salaries are reported.
6. Appropriate caution should be used when interpreting the data. Although the information in this report has been compiled from the responses of 1062 medical groups, the data may not be representative of all physicians or of all group practices. This is due to the fact that the *Physician Compensation Survey: 1990 Report Based on 1989 Data* is not based upon a formal random sample. Since all responses are purely voluntary, an element of self-selection bias is introduced into the respondent population. The implication of the self-selection bias to the medical group manager is that any comparisons of individual group data to the median values for a respondent population should be made cautiously, with the realization that the median values for the respondent population are not necessarily the same as those that would occur if a true random sample had been utilized.

Questions concerning the survey results or comments on how this report or the survey questionnaire could be improved should be addressed to one of the members of the MGMA Financial Management Committee or the MGMA/CRAHCA staff. Changes made in each year's survey are a direct result of member suggestions during the past year. Continued participation in MGMA's surveys is greatly appreciated.

October 1, 1990
—1990 MGMA Financial Management
Committee and the MGMA/CRAHCA Staff

Demographic Profile of Responding Medical Groups

Table A: Group Type	Frequency	Percent
Single specialty	653	61.5%
Multispecialty	409	38.5%
TOTAL	1,062	100.0%

Table B: Geographic Section	Frequency	Percent
Eastern	190	17.9%
Midwest	291	27.4%
Southern	299	28.2%
Western	282	26.6%
TOTAL	1,062	100.0%

Table C: Number of FTE Physicians	Frequency	Percent
10 FTE or less	704	66.3%
11 to 25 FTE	196	18.5%
26 to 50 FTE	99	9.3%
51 FTE or more	63	5.9%
TOTAL	1,062	100.0%

Table D: Managed Care Revenue Percent of Total Net Revenue	Frequency	Percent
No managed care	202	19.3%
10% or less	369	35.2%
11% to 50%	408	38.9%
51% to 100%	70	6.7%
TOTAL	1,049	100.0%
Missing	13	

Table E: Legal Organization	Frequency	Percent
Professional corporation/association	797	75.1%
Partnership	119	11.2%
Not-for-profit corporation/foundation	43	4.1%
Sole proprietorship	5	0.5%
Business corporation	96	9.0%
Other	1	0.1%
TOTAL	1,061	100.0%
Missing	1	

Table F: Population of Primary Clinic Location	Frequency	Percent
Central city (population over 500,000)	175	16.6%
Suburban (population over 500,000)	171	16.2%
Central city (population 100,000 to 500,000)	184	17.5%
Suburban (population 100,000 to 500,000)	104	9.9%
City (population 50,000 to 99,999)	133	12.6%
City (population 20,000 to 49,999)	146	13.9%
Rural (population less than 20,000)	140	13.3%
TOTAL	1,053	100.0%
Missing	9	

Table G: Time Required to Complete Questionnaire	Frequency	Percent
1 hour or less	560	53.9%
1.1 to 2 hours	273	26.3%
2.1 to 4 hours	104	10.0%
4.1 to 8 hours	56	5.4%
8.1 to 16 hours	37	3.6%
More than 16 hours	9	0.9%
TOTAL	1,039	100.0%
Missing	23	

Note: Totals may not add to 100% due to rounding.

Physician Compensation Method of Responding Medical Groups

Table A: Type of Compensation Method	Frequency	Percent
100% equal share	171	16.5%
Straight salary	111	10.7%
50% or less productivity	163	15.7%
51% to 75% productivity	141	13.6%
76% to 99% productivity	168	16.2%
100% productivity	278	26.8%
Other	5	0.5%
TOTAL	1,037	100.0%
Missing	25	

Table B: Planned Changes to Physician Compensation Method	Frequency	Percent
No change planned	874	83.6%
Increase percentage based on production	78	7.5%
Decrease percentage based on production	29	2.8%
Move to salary based system	12	1.1%
Other	52	5.0%
TOTAL	1,045	100.0%
Missing	17	

Table C: Compensation Method during Physician's First Year of Practice	Frequency	Percent
Straight salary	619	59.8%
Guarantee with discounted percentage of group formula	221	21.4%
Guarantee with same formula as rest of group	177	17.1%
Other	18	1.7%
TOTAL	1,035	100.0%
Missing	27	

Table D: Physician Compensation Method for Services to Managed Care Patients	Frequency	Percent
Same as fee-for-service	902	91.7%
Reduced compensation in proportion to managed care discount	49	5.0%
Capitation	8	0.8%
Combination of reduced compensation and capitation	12	1.2%
Straight salary	1	0.1%
Salary plus bonus	4	0.4%
Fixed amount per patient visit	1	0.1%
Other	7	0.7%
TOTAL	984	100.0%
Missing	78	

Note: Totals may not add to 100% due to rounding.

Demographic Profile of Physicians

Table A: Group Type	Frequency	Percent
Single specialty	3,904	26.0%
Multispecialty	11,084	74.0%
TOTAL	14,988	100.0%

Table B: Geographic Section	Frequency	Percent
Eastern	2,065	13.8%
Midwest	5,203	34.7%
Southern	3,728	24.9%
Western	3,992	26.6%
TOTAL	14,988	100.0%

Table C: Number of FTE Physicians	Frequency	Percent
10 FTE or less	3,610	24.1%
11 to 25 FTE	2,895	19.3%
26 to 50 FTE	2,947	19.7%
51 FTE or more	5,536	36.9%
TOTAL	14,988	100.0%

Table D: Managed Care Revenue Percent of Total Net Revenue	Frequency	Percent
No managed care	2,113	14.3%
10% or less	4,405	29.8%
11% to 50%	6,731	45.5%
51% to 100%	1,532	10.4%
TOTAL	14,781	100.0%
Missing	207	

Table E: Years in Specialty	Frequency	Percent
5 years or less	3,103	23.8%
6 to 10 years	2,996	23.0%
11 to 18 years	3,614	27.7%
19 years or more	3,331	25.5%
TOTAL	13,044	100.0%
Missing	1,944	

Table F: Age	Frequency	Percent
36 years or less	3,228	23.6%
37 to 42 years	3,760	27.5%
43 to 50 years	3,312	24.2%
51 years or more	3,389	24.8%
TOTAL	13,689	100.0%
Missing	1,299	

Table G: Gender	Frequency	Percent
Male	13,256	90.8%
Female	1,339	9.2%
TOTAL	14,595	100.0%
Missing	393	

Table H: Shareholder/Partner in Medical Group	Frequency	Percent
Yes	11,274	78.4%
No	3,101	21.6%
TOTAL	14,375	100.0%
Missing	613	

Note: Totals may not add to 100% due to rounding.

Center for Research in Ambulatory Health Care Administration
Physician Compensation Survey: 1990 Report Based on 1989 Data

Table 1: Changes in Median Physician Compensation by Specialty for All Group Types: 1986 to 1989

SPECIALTY	ALL GROUP TYPES							
	1986 DATA		1988 DATA		1989 DATA		AVERAGE ANNUAL PERCENT CHANGE (SEE NOTES BELOW)	
	NUMBER OF INDIVIDUAL RESPONSES	COMPENSATION MEDIAN	NUMBER OF INDIVIDUAL RESPONSES	COMPENSATION MEDIAN	NUMBER OF INDIVIDUAL RESPONSES	COMPENSATION MEDIAN	IN MEDIAN COMPENSATION 1986 TO 1988	IN MEDIAN COMPENSATION 1988 TO 1989
ALLERGY/IMMUNOLOGY	78	$111,500	111	$124,000	118	$139,133	5.61%	12.20%
ANESTHESIOLOGY	244	$153,500	264	$182,470	461	$185,000	9.44%	1.39%
CARDIOLOGY: INVASIVE	NA	NA	341	$228,500	458	$256,744	NA	12.36%
CARDIOLOGY: NONINVASIVE	NA	NA	199	$145,187	257	$187,000	NA	28.80%
CRITICAL CARE	NA	NA	NA	NA	18	$131,824	NA	NA
DENTISTRY	NA	NA	NA	NA	18	$102,014	NA	NA
DERMATOLOGY	150	$113,500	195	$130,398	216	$137,895	7.45%	5.75%
EMERGENCY MEDICINE	132	$96,000	182	$104,000	249	$105,565	4.17%	1.50%
ENDOCRINOLOGY/METABOLISM	85	$100,500	122	$112,665	141	$119,003	6.05%	5.63%
FAMILY PRACTICE	1,499	$82,145	2,133	$90,000	2,573	$95,602	4.78%	6.22%
GASTROENTEROLOGY	261	$154,000	304	$162,576	352	$179,013	2.79%	10.11%
GERIATRICS	NA	NA	NA	NA	19	$103,728	NA	NA
GYNECOLOGY	36	$120,000	38	$148,547	82	$125,977	11.90%	-15.19%
HEMATOLOGY/ONCOLOGY	250	$121,347	271	$130,900	356	$144,352	3.94%	10.28%
INFECTIOUS DISEASE	38	$117,436	66	$114,114	64	$120,220	-1.42%	5.35%
INTERNAL MEDICINE	1,301	$95,000	1,435	$100,850	1,886	$103,990	3.08%	3.11%
NEONATAL/PERINATAL MEDICINE	15	$181,000	38	$154,289	46	$140,825	-7.38%	-8.73%
NEPHROLOGY	85	$132,000	102	$124,603	155	$142,700	-2.80%	14.52%
NEUROLOGY	170	$120,750	277	$126,126	333	$134,652	2.23%	6.76%
NUCLEAR MEDICINE	9	$155,365	NA	NA	33	$195,700	NA	NA
OBSTETRICS/GYNECOLOGY	687	$132,000	786	$159,329	1,019	$173,447	10.35%	8.86%
OCCUPATIONAL MEDICINE	23	$75,000	52	$95,445	71	$102,956	13.63%	7.87%
OPHTHALMOLOGY	244	$170,500	328	$168,990	428	$175,046	-0.45%	3.58%
OTORHINOLARYNGOLOGY	191	$140,000	264	$155,299	283	$168,500	5.47%	8.50%
PATHOLOGY	127	$148,000	91	$139,000	143	$197,719	-3.04%	42.24%
PEDIATRICS	693	$87,500	856	$94,704	1,111	$98,688	4.12%	4.21%
PEDIATRIC CARDIOLOGY	NA	NA	NA	NA	15	$143,500	NA	NA
PEDIATRIC ENDOCRINOLOGY	NA	NA	NA	NA	10	$123,943	NA	NA
PHYSICAL MEDICINE	11	$92,500	42	$123,000	35	$122,142	16.49%	-0.70%
PSYCHIATRY	121	$92,500	174	$96,870	173	$106,033	2.36%	9.46%
PULMONARY DISEASE	147	$125,000	240	$134,980	259	$145,488	3.99%	7.78%
RADIATION ONCOLOGY	25	$161,000	56	$193,068	65	$202,782	9.96%	5.03%
RADIOLOGY	443	$198,116	446	$220,072	682	$230,000	5.54%	4.51%
RHEUMATOLOGY	110	$105,285	150	$108,131	151	$111,965	1.35%	3.55%
SURGERY: CARDIOVASCULAR	77	$298,000	85	$316,837	106	$338,640	3.16%	6.88%
SURGERY: COLON AND RECTAL	15	$192,000	NA	NA	27	$202,384	NA	NA
SURGERY: GENERAL	539	$133,373	632	$151,587	723	$160,000	6.83%	5.55%
SURGERY: HAND	NA	NA	24	$272,458	26	$329,605	NA	20.97%
SURGERY: NEUROLOGICAL	59	$232,000	107	$316,765	138	$341,950	18.27%	7.95%
SURGERY: ORAL	11	$126,000	21	$131,045	27	$151,291	2.00%	15.45%
SURGERY: ORTHOPEDIC	609	$192,000	752	$231,611	1,087	$253,117	10.32%	9.29%
SURGERY: PLASTIC	31	$173,000	38	$173,983	62	$198,000	0.29%	13.80%
SURGERY: VASCULAR/THORACIC	58	$209,500	103	$216,803	137	$234,583	1.75%	8.20%
UROLOGY	201	$143,827	261	$165,354	309	$181,003	7.49%	9.46%

NOTES: AN ASTERISK INDICATES THAT DATA ARE SUPPRESSED WHEN THE NUMBER OF INDIVIDUAL RESPONSES IS LESS THAN 10 OR THE NUMBER OF GROUP RESPONSES IS LESS THAN 3. AN ASTERISK IN A COUNT COLUMN SHOULD BE INTERPRETED AS A ZERO. DATA FOR PHYSICIANS EARNING LESS THAN $25,000 PER YEAR ARE EXCLUDED FROM THE 1986 DATA COLUMN. DATA FOR PHYSICIANS EARNING LESS THAN $20,000 PER YEAR AND PHYSICIANS BORN BEFORE 1923 ARE EXCLUDED FROM THE 1988 DATA COLUMN. DATA FOR PHYSICIANS EARNING LESS THAN $20,000 PER YEAR ARE EXCLUDED FROM THE 1989 DATA COLUMN. DATA FOR UNIVERSITY AND GOVERNMENT AFFILIATED GROUPS ARE EXCLUDED FROM ALL COLUMNS OF THIS TABLE. THE AVERAGE ANNUAL PERCENT CHANGE FOR 1986 TO 1988 IS THE AVERAGE ANNUAL CHANGE FOR THE TWO YEAR PERIOD.
NA = NOT AVAILABLE

Source: Medical Group Management Association member groups.

Table 2: Physician and Allied Healthcare Professional Compensation by Specialty for All Group Types

SPECIALTY	ALL GROUP TYPES							
	NUMBER OF INDIVIDUAL RESPONSES	NUMBER OF GROUP RESPONSES	COMPENSATION					
			MEAN	10TH PERCENTILE	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	90TH PERCENTILE
ALLERGY/IMMUNOLOGY	118	78	$148,720	$77,637	$99,335	$139,133	$173,287	$240,878
ANESTHESIOLOGY	461	60	$208,333	$126,000	$147,858	$185,000	$255,000	$312,929
CARDIOLOGY: INVASIVE	458	144	$288,033	$124,283	$170,000	$256,744	$383,624	$461,070
CARDIOLOGY: NONINVASIVE	257	129	$229,866	$89,275	$126,794	$187,000	$293,040	$413,500
CRITICAL CARE	18	11	$135,398	$79,073	$88,250	$131,824	$148,763	$219,368
DENTISTRY	18	6	$103,946	$54,248	$62,503	$102,014	$128,900	$165,000
DERMATOLOGY	216	125	$156,753	$82,973	$102,632	$137,895	$190,963	$250,000
EMERGENCY MEDICINE	249	50	$111,630	$75,000	$87,125	$105,565	$123,750	$156,800
ENDOCRINOLOGY/METABOLISM	141	85	$125,144	$76,345	$90,202	$119,003	$148,924	$186,750
FAMILY PRACTICE	2,573	393	$104,382	$63,946	$77,088	$95,602	$119,783	$154,200
GASTROENTEROLOGY	352	175	$199,005	$105,000	$132,654	$179,013	$231,444	$310,000
GERIATRICS	19	12	$114,706	$68,000	$72,800	$103,728	$143,307	$207,583
GYNECOLOGY	82	52	$148,884	$54,774	$86,600	$125,977	$168,593	$205,000
HEMATOLOGY/ONCOLOGY	356	157	$168,614	$85,029	$105,999	$144,352	$186,573	$263,319
INFECTIOUS DISEASE	64	47	$127,421	$76,050	$96,965	$120,220	$148,369	$172,000
INTERNAL MEDICINE	1,886	367	$114,304	$67,700	$83,585	$103,990	$133,000	$173,600
NEONATAL/PERINATAL MEDICINE	46	15	$159,422	$103,409	$115,350	$140,825	$211,000	$234,005
NEPHROLOGY	155	66	$168,212	$74,661	$106,180	$142,700	$210,771	$311,597
NEUROLOGY	333	121	$165,870	$84,000	$101,611	$134,652	$198,697	$294,163
NUCLEAR MEDICINE	33	20	$194,087	$114,440	$143,500	$195,700	$223,058	$265,490
OBSTETRICS/GYNECOLOGY	1,019	281	$198,332	$100,000	$128,477	$173,447	$237,442	$320,000
OCCUPATIONAL MEDICINE	71	41	$112,811	$74,075	$88,800	$102,956	$133,882	$163,475
OPHTHALMOLOGY	428	163	$233,699	$84,971	$127,508	$175,046	$293,737	$444,842
OTORHINOLARYNGOLOGY	283	128	$194,904	$99,289	$130,828	$168,500	$246,000	$310,673
PATHOLOGY	143	35	$213,698	$110,917	$150,000	$197,719	$240,000	$309,188
PEDIATRICS	1,111	260	$108,310	$62,538	$79,500	$98,688	$128,138	$164,698
PEDIATRIC CARDIOLOGY	15	7	$143,732	$113,375	$128,000	$143,500	$153,000	$184,405
PEDIATRIC ENDOCRINOLOGY	10	3	$124,797	$69,492	$94,617	$123,943	$162,424	$187,113
PHYSICAL MEDICINE	35	18	$142,288	$87,500	$96,573	$122,142	$175,560	$228,328
PSYCHIATRY	173	56	$111,932	$71,526	$89,074	$106,033	$124,100	$162,114
PULMONARY DISEASE	259	134	$155,749	$84,550	$113,957	$145,488	$175,000	$238,000
RADIATION ONCOLOGY	65	30	$226,591	$118,300	$143,000	$202,782	$252,602	$311,896
RADIOLOGY	682	130	$232,162	$118,496	$165,301	$230,000	$277,530	$343,277
RHEUMATOLOGY	151	85	$124,112	$71,910	$91,960	$111,965	$145,013	$181,000
SURGERY: CARDIOVASCULAR	106	37	$426,729	$146,599	$201,373	$338,640	$525,850	$1,005,211
SURGERY: COLON AND RECTAL	27	14	$224,151	$90,000	$124,000	$202,384	$314,952	$409,428
SURGERY: GENERAL	723	280	$175,371	$92,057	$117,550	$160,000	$216,933	$275,100
SURGERY: HAND	26	13	$421,665	$121,300	$184,000	$329,605	$760,069	$760,069
SURGERY: NEUROLOGICAL	138	43	$352,855	$135,000	$213,800	$341,950	$439,570	$648,000
SURGERY: ORAL	27	10	$181,400	$89,265	$102,675	$151,291	$240,000	$400,800
SURGERY: ORTHOPEDIC	1,087	285	$291,207	$127,448	$177,536	$253,117	$365,000	$500,828
SURGERY: PLASTIC	62	41	$220,638	$106,879	$133,594	$198,000	$268,743	$380,000
SURGERY: VASCULAR/THORACIC	137	69	$269,911	$120,300	$172,715	$234,583	$309,303	$507,841
UROLOGY	309	152	$207,945	$103,444	$135,507	$181,003	$242,776	$337,000
OTHER PHYSICIAN SPECIALTIES	66	33	$196,081	$72,500	$95,000	$138,739	$217,919	$350,327
AUDIOLOGIST	32	25	$43,911	$26,972	$29,920	$34,090	$37,590	$45,708
CERT. REG. NURSE ANESTHETIST	26	5	$57,949	$19,383	$39,798	$54,572	$63,516	$67,754
DIETITIAN/NUTRITIONIST	11	6	$29,964	$21,405	$24,660	$29,000	$37,000	$40,494
MIDWIFE	5	5	*	*	*	*	*	*
NURSE PRACTITIONER	85	40	$36,746	$25,536	$30,121	$35,658	$43,500	$47,616
OCCUPATIONAL THERAPIST	6	5	*	*	*	*	*	*
OPTOMETRIST	109	47	$69,802	$39,237	$45,300	$58,584	$70,000	$107,000
PHARMACIST	20	5	$41,196	$37,500	$38,750	$40,000	$43,550	$47,272
PHYSICAL THERAPIST	72	27	$40,564	$25,990	$30,385	$36,442	$46,458	$59,845
PHYSICIANS ASSISTANT	102	47	$37,846	$27,919	$32,760	$38,000	$42,220	$48,061
PODIATRIST	35	30	$98,702	$49,221	$68,414	$93,345	$134,166	$163,100
PSYCHOLOGIST	119	46	$60,827	$35,375	$43,435	$55,598	$71,000	$95,142
SOCIAL WORKER	85	21	$40,786	$23,023	$29,389	$36,000	$43,000	$55,080
SPEECH THERAPIST	4	3	*	*	*	*	*	*
SURGEONS ASSISTANT	11	6	$35,141	$28,918	$31,442	$34,245	$36,536	$38,228
OTHER ALLIED SPECIALTIES	14	8	$48,078	$21,732	$24,397	$31,450	$40,000	$152,628

NOTES: AN ASTERISK INDICATES THAT DATA ARE SUPPRESSED WHEN THE NUMBER OF INDIVIDUAL RESPONSES IS LESS THAN 10 OR THE NUMBER OF GROUP RESPONSES IS LESS THAN 3. AN ASTERISK IN A COUNT COLUMN SHOULD BE INTERPRETED AS A ZERO. EXCLUDED FROM THIS TABLE ARE DATA FOR PHYSICIANS EARNING LESS THAN $20,000 PER YEAR AND ALLIED HEALTHCARE PROFESSIONALS EARNING LESS THAN $10,000 PER YEAR. DATA FOR UNIVERSITY AND GOVERNMENT AFFILIATED GROUPS ARE EXCLUDED FROM THIS TABLE.

Source: Medical Group Management Association member groups.

Table 3: Physician and Allied Healthcare Professional Compensation by Specialty and Group Type for All Group Types

SPECIALTY	GROUP TYPE						ALL GROUP TYPES		
	SINGLE SPECIALTY			MULTISPECIALTY			NUMBER OF INDIVIDUAL RESPONSES	NUMBER OF GROUP RESPONSES	COMPENSATION
	NUMBER OF INDIVIDUAL RESPONSES	NUMBER OF GROUP RESPONSES	COMPENSATION MEDIAN	NUMBER OF INDIVIDUAL RESPONSES	NUMBER OF GROUP RESPONSES	COMPENSATION MEDIAN			MEDIAN
ALLERGY/IMMUNOLOGY	23	7	$150,000	95	71	$136,686	118	78	$139,133
ANESTHESIOLOGY	275	22	$177,042	186	38	$197,868	461	60	$185,000
CARDIOLOGY: INVASIVE	207	50	$303,122	251	94	$213,757	458	144	$256,744
CARDIOLOGY: NONINVASIVE	82	31	$217,257	175	98	$180,852	257	129	$187,000
CRITICAL CARE	*	*	*	18	11	$131,824	18	11	$131,824
DENTISTRY	*	*	*	18	6	$102,014	18	6	$102,014
DERMATOLOGY	22	10	$176,816	194	115	$135,355	216	125	$137,895
EMERGENCY MEDICINE	29	3	$143,208	220	47	$103,985	249	50	$105,565
ENDOCRINOLOGY/METABOLISM	20	11	$124,218	121	74	$117,511	141	85	$119,003
FAMILY PRACTICE	481	96	$92,444	2,092	297	$96,340	2,573	393	$95,602
GASTROENTEROLOGY	42	16	$208,000	310	159	$175,652	352	175	$179,013
GERIATRICS	*	*	*	19	12	$103,728	19	12	$103,728
GYNECOLOGY	30	14	$168,016	52	38	$119,818	82	52	$125,977
HEMATOLOGY/ONCOLOGY	83	25	$168,000	273	132	$138,058	356	157	$144,352
INFECTIOUS DISEASE	7	4	*	57	43	$118,000	64	47	$120,220
INTERNAL MEDICINE	197	50	$110,435	1,689	317	$103,280	1,886	367	$103,990
NEONATAL/PERINATAL MEDICINE	15	4	$215,900	31	11	$130,000	46	15	$140,825
NEPHROLOGY	42	10	$201,000	113	56	$133,707	155	66	$142,700
NEUROLOGY	126	22	$163,263	207	99	$122,110	333	121	$134,652
NUCLEAR MEDICINE	15	9	$246,613	18	11	$170,400	33	20	$195,700
OBSTETRICS/GYNECOLOGY	235	51	$209,605	784	230	$161,055	1,019	281	$173,447
OCCUPATIONAL MEDICINE	4	3	*	67	38	$104,100	71	41	$102,956
OPHTHALMOLOGY	155	39	$247,500	273	124	$165,084	428	163	$175,046
OTORHINOLARYNGOLOGY	73	19	$203,900	210	109	$159,495	283	128	$168,500
PATHOLOGY	51	6	$240,000	92	29	$171,033	143	35	$197,719
PEDIATRICS	121	27	$109,464	990	233	$98,000	1,111	260	$98,688
PEDIATRIC CARDIOLOGY	4	1	*	11	6	$135,537	15	7	$143,500
PEDIATRIC ENDOCRINOLOGY	*	*	*	10	3	$123,943	10	3	$123,943
PHYSICAL MEDICINE	2	2	*	33	16	$122,142	35	18	$122,142
PSYCHIATRY	9	3	*	164	53	$106,000	173	56	$106,033
PULMONARY DISEASE	44	17	$165,420	215	117	$143,713	259	134	$145,488
RADIATION ONCOLOGY	31	12	$244,580	34	18	$168,016	65	30	$202,782
RADIOLOGY	419	42	$238,499	263	88	$198,381	682	130	$230,000
RHEUMATOLOGY	25	10	$128,550	126	75	$110,493	151	85	$111,965
SURGERY: CARDIOVASCULAR	31	7	$492,887	75	30	$286,173	106	37	$338,640
SURGERY: COLON AND RECTAL	4	3	*	23	11	$228,119	27	14	$202,384
SURGERY: GENERAL	83	22	$208,244	640	258	$155,018	723	280	$160,000
SURGERY: HAND	20	8	$406,733	6	5	*	26	13	$329,605
SURGERY: NEUROLOGICAL	78	13	$372,300	60	30	$248,250	138	43	$341,950
SURGERY: ORAL	11	2	*	16	8	$152,104	27	10	$151,291
SURGERY: ORTHOPEDIC	697	132	$276,072	390	153	$219,218	1,087	285	$253,117
SURGERY: PLASTIC	12	5	$273,028	50	36	$193,679	62	41	$198,000
SURGERY: VASCULAR/THORACIC	33	12	$297,488	104	57	$224,102	137	69	$234,583
UROLOGY	65	16	$221,100	244	136	$169,482	309	152	$181,003
OTHER-PHYSICIAN SPECIALTIES	1	1	*	65	32	$129,802	66	33	$138,739
AUDIOLOGIST	3	3	*	29	22	$33,699	32	25	$34,090
CERT. REG. NURSE ANESTHETIST	11	1	*	15	4	$62,461	26	5	$54,572
DIETITIAN/NUTRITIONIST	*	*	*	11	6	$29,000	11	6	$29,000
MIDWIFE	1	1	*	4	4	*	5	5	*
NURSE PRACTITIONER	10	7	$37,159	75	33	$35,279	85	40	$35,658
OCCUPATIONAL THERAPIST	3	2	*	3	3	*	6	5	*
OPTOMETRIST	22	10	$52,200	87	37	$59,100	109	47	$58,584
PHARMACIST	*	*	*	20	5	$40,000	20	5	$40,000
PHYSICAL THERAPIST	17	4	$41,578	55	23	$35,561	72	27	$36,442
PHYSICIANS ASSISTANT	19	11	$38,324	83	36	$38,000	102	47	$38,000
PODIATRIST	1	1	*	34	29	$93,749	35	30	$93,345
PSYCHOLOGIST	12	4	$56,408	107	42	$55,598	119	46	$55,598
SOCIAL WORKER	5	2	*	80	19	$35,825	85	21	$36,000
SPEECH THERAPIST	1	1	*	3	2	*	4	3	*
SURGEONS ASSISTANT	2	2	*	9	4	*	11	6	$34,245
OTHER ALLIED SPECIALTIES	3	3	*	11	5	$31,127	14	8	$31,450

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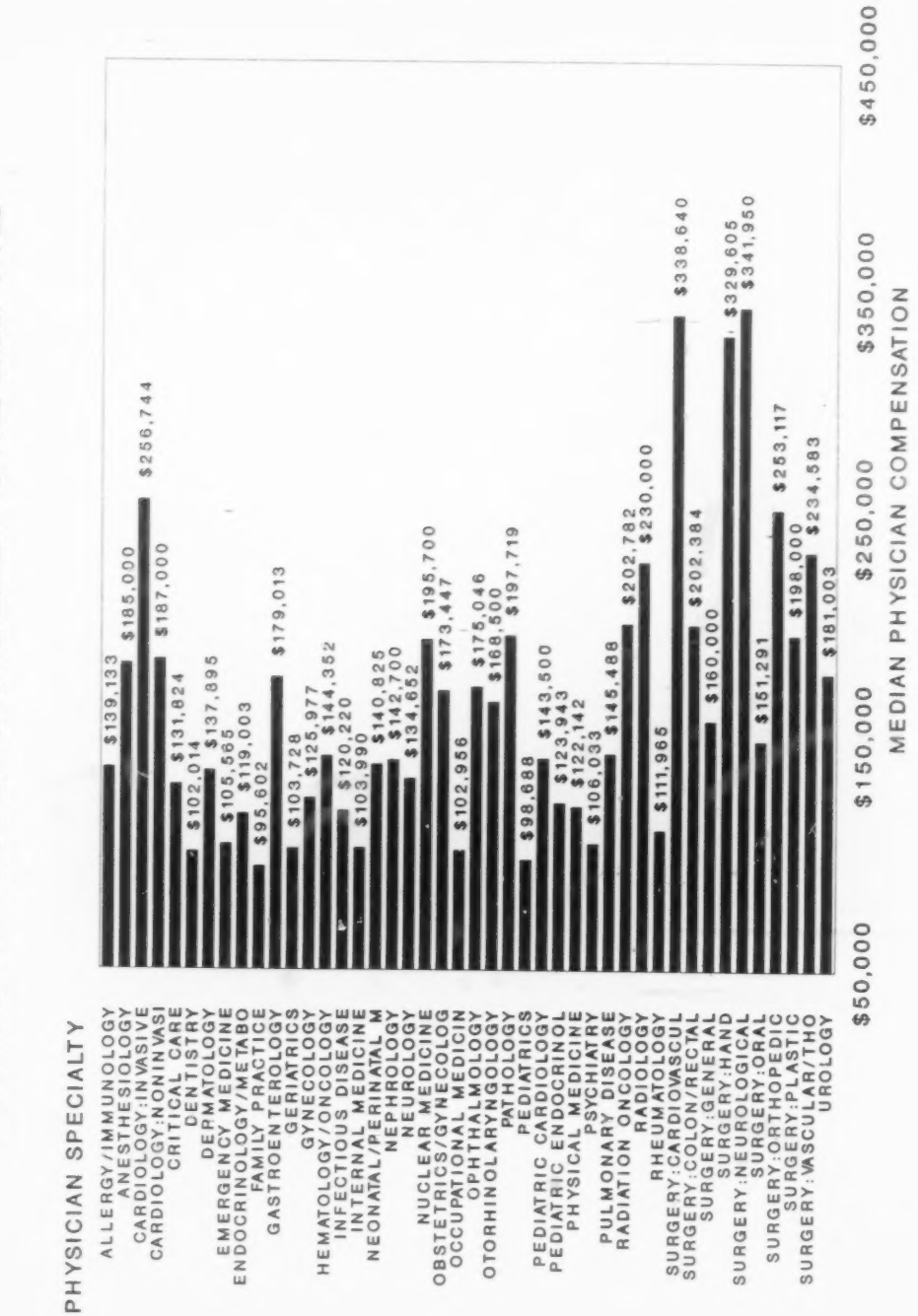
Source: Medical Group Management Association member groups.

Graph 3: Median Physician Compensation by Specialty for All Group Types



Source: Medical Group Management Association member groups.

Table 4: Physician and Allied Healthcare Professional Compensation by Specialty and Geographic Section for All Group Types

SPECIALTY	GEOGRAPHIC SECTION							
	EASTERN SECTION		MIDWEST SECTION		SOUTHERN SECTION		WESTERN SECTION	
	NUMBER OF INDIVIDUAL RESPONSES	COMPENSATION MEDIAN	NUMBER OF INDIVIDUAL RESPONSES	COMPENSATION MEDIAN	NUMBER OF INDIVIDUAL RESPONSES	COMPENSATION MEDIAN	NUMBER OF INDIVIDUAL RESPONSES	COMPENSATION MEDIAN
ALLERGY/IMMUNOLOGY	14	$115,932	44	$132,452	17	$140,847	43	$150,000
ANESTHESIOLOGY	47	$170,000	88	$201,520	180	$245,000	146	$159,880
CARDIOLOGY: INVASIVE	67	$179,000	102	$278,813	134	$302,446	155	$214,550
CARDIOLOGY: NONINVASIVE	87	$189,500	66	$182,962	50	$220,587	54	$140,802
CRITICAL CARE	9	*	4	*	*	*	5	*
DENTISTRY	3	*	8	*	6	*	1	*
DERMATOLOGY	19	$135,183	77	$139,000	52	$147,943	68	$137,013
EMERGENCY MEDICINE	65	$95,340	92	$110,795	27	$106,250	65	$112,500
ENDOCRINOLOGY/METABOLISM	24	$126,471	29	$130,000	32	$124,710	56	$105,993
FAMILY PRACTICE	215	$78,000	1,118	$94,232	561	$103,398	679	$95,821
GASTROENTEROLOGY	57	$154,285	101	$181,052	85	$199,101	109	$169,974
GERIATRICS	4	*	6	*	6	*	3	*
GYNECOLOGY	8	*	17	$116,500	31	$168,593	26	$120,741
HEMATOLOGY/ONCOLOGY	55	$129,808	104	$146,079	94	$167,904	103	$125,709
INFECTIOUS DISEASE	13	$106,898	21	$119,439	13	$142,030	17	$118,000
INTERNAL MEDICINE	294	$110,900	718	$101,350	385	$112,043	489	$101,609
NEONATAL/PERINATAL MEDICINE	9	*	25	$138,950	2	*	10	*
NEPHROLOGY	24	$141,899	31	$137,367	66	$181,616	34	$105,849
NEUROLOGY	36	$122,162	134	$146,159	92	$148,964	71	$125,000
NUCLEAR MEDICINE	1	*	6	*	11	$181,800	15	$216,200
OBSTETRICS/GYNECOLOGY	143	$172,217	362	$167,950	275	$197,866	239	$153,269
OCCUPATIONAL MEDICINE	3	*	23	$104,893	17	$95,000	28	$122,332
OPHTHALMOLOGY	40	$181,398	141	$167,366	100	$186,600	147	$161,800
OTORHINOLARYNGOLOGY	33	$153,320	107	$169,729	87	$199,746	56	$143,994
PATHOLOGY	16	*	26	$194,031	54	$240,000	47	$198,259
PEDIATRICS	141	$105,726	409	$100,684	272	$89,126	289	$95,749
PEDIATRIC CARDIOLOGY	4	*	6	*	*	*	5	*
PEDIATRIC ENDOCRINOLOGY	2	*	*	*	8	*	*	*
PHYSICAL MEDICINE	6	*	16	$109,185	4	*	9	*
PSYCHIATRY	18	$103,514	83	$106,345	36	$120,000	36	$99,300
PULMONARY DISEASE	38	$130,064	71	$137,000	66	$160,508	84	$148,000
RADIATION ONCOLOGY	2	*	21	$192,000	18	$247,143	24	$194,911
RADIOLOGY	65	$158,269	176	$247,909	180	$238,100	261	$211,518
RHEUMATOLOGY	22	$113,383	50	$111,175	33	$130,091	46	$106,986
SURGERY: CARDIOVASCULAR	24	$371,680	30	$294,839	27	$412,330	25	$267,180
SURGERY: COLON AND RECTAL	2	*	12	$229,412	6	*	7	*
SURGERY: GENERAL	97	$156,665	306	$148,308	178	$179,815	142	$157,778
SURGERY: HAND	4	*	6	*	13	$760,069	3	*
SURGERY: NEUROLOGICAL	32	$362,500	42	$338,664	37	$341,817	27	$263,000
SURGERY: ORAL	*	*	18	$135,000	9	*	*	*
SURGERY: ORTHOPEDIC	232	$250,000	335	$256,679	297	$278,329	223	$225,568
SURGERY: PLASTIC	8	*	13	$189,077	17	$243,522	24	$194,700
SURGERY: VASCULAR/THORACIC	35	$260,000	31	$205,666	35	$266,583	36	$206,508
UROLOGY	37	$151,423	107	$176,400	101	$211,726	64	$165,166
OTHER PHYSICIAN SPECIALTIES	10	$321,915	21	$105,000	14	$151,025	21	$117,982
AUDIOLOGIST	6	*	18	$33,600	4	*	4	*
CERT. REG. NURSE ANESTHETIST	1	*	2	*	12	*	11	*
DIETITIAN/NUTRITIONIST	3	*	2	*	1	*	5	*
MIDWIFE	*	*	3	*	1	*	1	*
NURSE PRACTITIONER	6	*	44	$35,290	7	*	28	$41,132
OCCUPATIONAL THERAPIST	2	*	2	*	2	*	*	*
OPTOMETRIST	12	$42,607	48	$58,292	27	$58,704	22	$59,130
PHARMACIST	14	*	1	*	4	*	1	*
PHYSICAL THERAPIST	20	$41,512	30	$33,308	13	$35,310	9	*
PHYSICIANS ASSISTANT	23	$33,500	39	$39,168	10	$36,374	30	$40,209
PODIATRIST	5	*	13	$94,152	2	*	15	$76,000
PSYCHOLOGIST	*	*	74	$55,120	21	$42,000	24	$66,030
SOCIAL WORKER	8	*	62	$36,503	8	*	7	*
SPEECH THERAPIST	1	*	3	*	*	*	*	*
SURGEONS ASSISTANT	*	*	8	*	3	*	*	*
OTHER ALLIED SPECIALTIES	1	*	8	*	1	*	4	*

NOTES: AN ASTERISK INDICATES THAT DATA ARE SUPPRESSED WHEN THE NUMBER OF INDIVIDUAL RESPONSES IS LESS THAN 10 OR THE NUMBER OF GROUP RESPONSES IS LESS THAN 3. AN ASTERISK IN A COUNT COLUMN SHOULD BE INTERPRETED AS A ZERO. EXCLUDED FROM THIS TABLE ARE DATA FOR PHYSICIANS EARNING LESS THAN $20,000 PER YEAR AND ALLIED HEALTHCARE PROFESSIONALS EARNING LESS THAN $10,000 PER YEAR. DATA FOR UNIVERSITY AND GOVERNMENT AFFILIATED GROUPS ARE EXCLUDED FROM THIS TABLE. THE EASTERN SECTION CONSISTS OF CT, DE, DC, ME, MD, MA, NH, NJ, NY, NC, PA, RI, VT, VA, AND WV. THE MIDWEST SECTION CONSISTS OF IL, IN, IA, MI, MN, NE, ND, OH, SD, AND WI. THE SOUTHERN SECTION CONSISTS OF AL, AR, FL, GA, KS, KY, LA, MS, MO, OK, SC, TN, AND TX. THE WESTERN SECTION CONSISTS OF AK, AZ, CA, CO, HI, ID, MT, NV, NM, OR, UT, WA, AND WY.

Source: Medical Group Management Association member groups.

Table 5: Physician and Allied Healthcare Compensation by Specialty and Gender for All Group Types

SPECIALTY	GENDER						TOTAL		
	MALE			FEMALE			NUMBER OF INDIVIDUAL RESPONSES	NUMBER OF GROUP RESPONSES	COMPENSATION
	NUMBER OF INDIVIDUAL RESPONSES	NUMBER OF GROUP RESPONSES	COMPENSATION MEDIAN	NUMBER OF INDIVIDUAL RESPONSES	NUMBER OF GROUP RESPONSES	COMPENSATION MEDIAN			MEDIAN
ALLERGY/IMMUNOLOGY	110	74	$140,606	8	8	*	118	78	$139,133
ANESTHESIOLOGY	399	59	$190,000	56	27	$157,883	455	59	$182,909
CARDIOLOGY: INVASIVE	427	138	$265,393	13	13	$153,911	440	142	$264,399
CARDIOLOGY: NONINVASIVE	245	127	$187,000	10	8	$230,105	255	129	$187,000
CRITICAL CARE	13	9	$126,732	1	1	*	14	9	$123,566
DENTISTRY	17	6	$108,344	1	1	*	18	6	$102,014
DERMATOLOGY	183	115	$139,958	25	25	$115,291	208	123	$137,895
EMERGENCY MEDICINE	174	48	$111,998	44	17	$94,530	218	48	$106,807
ENDOCRINOLOGY/METABOLISM	122	75	$122,595	14	12	$75,904	136	83	$119,870
FAMILY PRACTICE	2,277	383	$98,179	253	139	$74,500	2,530	389	$95,854
GASTROENTEROLOGY	341	172	$180,000	4	4	*	345	173	$179,712
GERIATRICS	12	9	$116,854	3	3	*	15	11	$109,000
GYNECOLOGY	75	50	$137,000	7	6	*	82	52	$125,977
HEMATOLOGY/ONCOLOGY	321	151	$146,600	25	22	$103,273	346	155	$144,799
INFECTIOUS DISEASE	55	42	$124,190	4	4	*	59	45	$119,439
INTERNAL MEDICINE	1,660	356	$107,397	194	116	$80,743	1,854	364	$104,000
NEONATAL/PERINATAL MEDICINE	31	14	$170,000	9	5	*	40	14	$150,500
NEPHROLOGY	143	62	$146,133	9	9	*	152	65	$145,000
NEUROLOGY	298	112	$139,911	32	27	$87,186	330	119	$134,734
NUCLEAR MEDICINE	32	20	$197,850	1	1	*	33	20	$195,700
OBSTETRICS/GYNECOLOGY	807	266	$183,614	176	106	$145,117	983	278	$173,940
OCCUPATIONAL MEDICINE	63	36	$104,100	7	7	*	70	40	$102,181
OPHTHALMOLOGY	381	157	$182,263	26	23	$129,605	407	160	$175,092
OTORHINOLARYNGOLOGY	272	126	$169,108	11	11	$131,000	283	128	$168,500
PATHOLOGY	118	31	$220,391	9	6	*	127	33	$202,537
PEDIATRICS	836	238	$104,697	248	124	$80,000	1,084	258	$98,732
PEDIATRIC CARDIOLOGY	13	6	$143,500	1	1	*	14	6	$145,012
PEDIATRIC ENDOCRINOLOGY	5	2	*	1	1	*	6	2	*
PHYSICAL MEDICINE	30	15	$117,256	4	4	*	34	17	$123,392
PSYCHIATRY	137	49	$110,000	20	16	$90,832	157	54	$107,937
PULMONARY DISEASE	252	130	$146,223	3	3	*	255	133	$145,500
RADIATION ONCOLOGY	53	26	$213,185	9	9	*	62	29	$209,835
RADIOLOGY	614	126	$230,016	55	37	$145,000	669	129	$230,000
RHEUMATOLOGY	136	81	$114,605	14	12	$76,029	150	84	$111,983
SURGERY: CARDIOVASCULAR	100	35	$347,192	1	1	*	101	35	$349,953
SURGERY: COLON AND RECTAL	27	14	$202,384	*	*	*	27	14	$202,384
SURGERY: GENERAL	6[illegible]	275	$160,139	15	13	$136,976	709	278	$159,518
SURGERY: HAND	[illegible]	13	$329,605	*	*	*	26	13	$329,605
SURGERY: NEUROLOGICAL	137	43	$342,035	1	1	*	138	43	$341,950
SURGERY: ORAL	27	10	$151,291	*	*	*	27	10	$151,291
SURGERY: ORTHOPEDIC	1,057	279	$254,000	11	10	$118,463	1,068	283	$253,655
SURGERY: PLASTIC	52	34	$206,000	7	7	*	59	39	$196,000
SURGERY: VASCULAR/THORACIC	134	68	$239,545	*	*	*	134	68	$239,545
UROLOGY	302	151	$181,527	*	*	*	302	151	$181,527
OTHER PHYSICIAN SPECIALTIES	48	27	$151,025	7	6	*	55	31	$129,802
AUDIOLOGIST	19	16	$37,148	13	11	$30,464	32	25	$34,090
CERT. REG. NURSE ANESTHETIST	12	5	$61,260	14	2	*	26	5	$54,572
DIETITIAN/NUTRITIONIST	*	*	*	11	6	$29,000	11	6	$29,000
MIDWIFE	*	*	*	5	5	*	5	5	*
NURSE PRACTITIONER	2	2	*	83	40	$35,300	85	40	$35,658
OCCUPATIONAL THERAPIST	*	*	*	6	5	*	6	5	*
OPTOMETRIST	84	43	$61,470	19	10	$49,191	103	46	$58,715
PHARMACIST	7	5	*	13	1	*	20	5	$40,000
PHYSICAL THERAPIST	33	20	$40,047	39	14	$35,232	72	27	$36,442
PHYSICIANS ASSISTANT	59	36	$38,580	43	26	$36,115	102	47	$38,000
PODIATRIST	32	28	$93,749	3	3	*	35	30	$93,345
PSYCHOLOGIST	86	43	$[illegible],253	33	20	$45,635	119	46	$55,598
SOCIAL WORKER	39	15	$39,738	46	17	$35,825	85	21	$36,000
SPEECH THERAPIST	*	*	*	4	3	*	4	3	*
SURGEONS ASSISTANT	8	5	*	3	2	*	11	6	$34,245
OTHER ALLIED SPECIALTIES	8	5	*	6	4	*	14	8	$31,450

NOTES: AN ASTERISK INDICATES THAT DATA ARE SUPPRESSED WHEN THE NUMBER OF INDIVIDUAL RESPONSES IS LESS THAN 10 OR THE NUMBER OF GROUP RESPONSES IS LESS THAN 3. AN ASTERISK IN A COUNT COLUMN SHOULD BE INTERPRETED AS A ZERO. EXCLUDED FROM THIS TABLE ARE DATA FOR PHYSICIANS EARNING LESS THAN $20,000 PER YEAR AND ALLIED HEALTHCARE PROFESSIONALS EARNING LESS THAN $10,000 PER YEAR. DATA FOR UNIVERSITY AND GOVERNMENT AFFILIATED GROUPS ARE EXCLUDED FROM THIS TABLE.

Source: Medical Group Management Association member groups.

Table 6: Physician and Allied Healthcare Professional Compensation by Specialty and Group Managed Care Revenue Percent of Total Net Revenue for All Group Types

SPECIALTY	GROUP MANAGED CARE REVENUE PERCENT OF TOTAL NET REVENUE							
	NO MANAGED CARE		10% OR LESS		11% TO 50%		51% TO 100%	
	NUMBER OF INDIVIDUAL RESPONSES	COMPENSATION MEDIAN	NUMBER OF INDIVIDUAL RESPONSES	COMPENSATION MEDIAN	NUMBER OF INDIVIDUAL RESPONSES	COMPENSATION MEDIAN	NUMBER OF INDIVIDUAL RESPONSES	COMPENSATION MEDIAN
ALLERGY/IMMUNOLOGY	14	$151,125	29	$153,350	56	$140,606	13	$110,000
ANESTHESIOLOGY	49	$150,500	91	$240,385	310	$180,679	11	$174,000
CARDIOLOGY: INVASIVE	69	$328,976	185	$296,807	189	$210,637	11	$175,230
CARDIOLOGY: NONINVASIVE	34	$194,756	89	$180,852	106	$178,650	13	$250,000
CRITICAL CARE	*	*	5	*	11	$133,513	*	*
DENTISTRY	*	*	3	*	15	$116,348	*	*
DERMATOLOGY	30	$131,795	53	$129,656	106	$148,408	23	$130,000
EMERGENCY MEDICINE	14	$101,118	87	$103,382	123	$107,625	25	$100,000
ENDOCRINOLOGY/METABOLISM	16	$144,289	35	$112,954	77	$117,511	12	$122,000
FAMILY PRACTICE	374	$99,908	675	$95,345	1,102	$93,837	390	$97,641
GASTROENTEROLOGY	52	$187,378	115	$180,284	160	$175,652	23	$165,000
GERIATRICS	1	*	6	*	11	$112,000	1	*
GYNECOLOGY	15	$156,669	26	$143,364	31	$110,000	10	$138,763
HEMATOLOGY/ONCOLOGY	57	$156,627	127	$146,600	147	$136,422	24	$132,494
INFECTIOUS DISEASE	6	*	18	$110,623	36	$129,783	4	*
INTERNAL MEDICINE	269	$118,200	510	$109,222	790	$101,446	289	$97,000
NEONATAL/PERINATAL MEDICINE	7	*	17	$136,774	22	$135,067	*	*
NEPHROLOGY	29	$160,244	69	$145,647	55	$127,500	2	*
NEUROLOGY	31	$120,943	131	$148,829	152	$126,463	18	$129,585
NUCLEAR MEDICINE	5	*	3	*	20	$197,850	2	*
OBSTETRICS/GYNECOLOGY	181	$212,955	227	$170,117	450	$173,970	143	$150,000
OCCUPATIONAL MEDICINE	8	*	7	*	33	$104,450	22	$97,094
OPHTHALMOLOGY	72	$179,468	135	$246,747	181	$160,000	30	$154,808
OTORHINOLARYNGOLOGY	41	$161,449	72	$207,963	130	$155,224	24	$165,297
PATHOLOGY	27	$258,767	47	$222,481	68	$168,648	1	*
PEDIATRICS	136	$98,393	251	$101,091	475	$99,300	228	$95,099
PEDIATRIC CARDIOLOGY	*	*	4	*	11	$135,537	*	*
PEDIATRIC ENDOCRINOLOGY	*	*	2	*	8	*	*	*
PHYSICAL MEDICINE	2	*	10	$113,375	21	$125,700	2	*
PSYCHIATRY	7	*	50	$106,017	90	$105,508	23	$110,000
PULMONARY DISEASE	55	$153,783	76	$149,106	117	$145,488	11	$136,342
RADIATION ONCOLOGY	2	*	21	$244,580	40	$186,598	2	*
RADIOLOGY	44	$211,600	241	$244,580	328	$228,258	40	$202,661
RHEUMATOLOGY	14	$132,629	36	$111,192	91	$111,296	10	$108,157
SURGERY: CARDIOVASCULAR	15	$254,488	47	$412,330	40	$319,036	4	*
SURGERY: COLON AND RECTAL	2	*	8	*	17	$194,600	*	*
SURGERY: GENERAL	134	$159,775	221	$155,035	310	$164,684	54	$153,988
SURGERY: HAND	5	*	17	$480,626	4	*	*	*
SURGERY: NEUROLOGICAL	15	$397,125	78	$362,500	44	$259,021	1	*
SURGERY: ORAL	1	*	11	$135,000	15	$208,051	*	*
SURGERY: ORTHOPEDIC	187	$251,935	365	$274,528	500	$247,833	32	$243,019
SURGERY: PLASTIC	6	*	14	$208,604	38	$193,679	4	*
SURGERY: VASCULAR/THORACIC	29	$309,303	59	$240,000	43	$211,387	6	*
UROLOGY	53	$196,936	109	$181,003	125	$177,022	19	$173,000
OTHER PHYSICIAN SPECIALTIES	5	*	23	$187,087	33	$106,906	5	*
AUDIOLOGIST	3	*	10	$35,411	11	$36,212	7	*
CERT. REG. NURSE ANESTHETIST	2	*	3	*	21	*	*	*
DIETITIAN/NUTRITIONIST	*	*	1	*	5	*	3	*
MIDWIFE	*	*	1	*	3	*	1	*
NURSE PRACTITIONER	3	*	9	*	25	$28,732	47	$41,115
OCCUPATIONAL THERAPIST	2	*	1	*	1	*	2	*
OPTOMETRIST	18	$55,265	21	$58,000	23	$59,100	43	$58,000
PHARMACIST	1	*	1	*	3	*	15	*
PHYSICAL THERAPIST	21	$43,000	5	*	21	$37,573	25	$32,340
PHYSICIANS ASSISTANT	10	$32,061	20	$37,931	38	$37,503	29	$40,280
PODIATRIST	4	*	7	*	15	$94,152	9	*
PSYCHOLOGIST	5	*	19	$56,600	58	$58,419	33	$46,000
SOCIAL WORKER	1	*	3	*	27	$32,703	52	$37,016
SPEECH THERAPIST	*	*	1	*	*	*	2	*
SURGEONS ASSISTANT	*	*	1	*	8	*	2	*
OTHER ALLIED SPECIALTIES	*	*	1	*	11	$29,487	2	*

NOTES: AN ASTERISK INDICATES THAT DATA ARE SUPPRESSED WHEN THE NUMBER OF INDIVIDUAL RESPONSES IS LESS THAN 10 OR THE NUMBER OF GROUP RESPONSES IS LESS THAN 3. AN ASTERISK IN A COUNT COLUMN SHOULD BE INTERPRETED AS A ZERO. EXCLUDED FROM THIS TABLE ARE DATA FOR PHYSICIANS EARNING LESS THAN $20,000 PER YEAR AND ALLIED HEALTHCARE PROFESSIONALS EARNING LESS THAN $10,000 PER YEAR. DATA FOR UNIVERSITY AND GOVERNMENT AFFILIATED GROUPS ARE EXCLUDED FROM THIS TABLE.

Source: Medical Group Management Association member groups.

Table 7: Physician and Allied Healthcare Professional Compensation by Specialty and Individual Managed Care Production Percent of Total Production for All Group Types

SPECIALTY	INDIVIDUAL MANAGED CARE PRODUCTION PERCENT OF TOTAL PRODUCTION							
	NO MANAGED CARE		10% OR LESS		11% TO 50%		51% TO 100%	
	NUMBER OF INDIVIDUAL RESPONSES	COMPENSATION MEDIAN	NUMBER OF INDIVIDUAL RESPONSES	COMPENSATION MEDIAN	NUMBER OF INDIVIDUAL RESPONSES	COMPENSATION MEDIAN	NUMBER OF INDIVIDUAL RESPONSES	COMPENSATION MEDIAN
ALLERGY/IMMUNOLOGY	14	$151,125	25	$143,125	49	$149,535	18	$107,363
ANESTHESIOLOGY	49	$150,500	88	$245,000	206	$164,873	11	$174,000
CARDIOLOGY: INVASIVE	69	$328,976	155	$321,817	134	$185,688	9	*
CARDIOLOGY: NONINVASIVE	34	$194,756	85	$187,000	87	$188,320	11	$240,000
CRITICAL CARE	*	*	3	*	8	*	*	*
DENTISTRY	*	*	7	*	2	*	*	*
DERMATOLOGY	30	$131,795	44	$141,302	67	$135,183	31	$137,790
EMERGENCY MEDICINE	14	$101,118	52	$105,140	82	$113,356	27	$98,410
ENDOCRINOLOGY/METABOLISM	16	$144,289	33	$122,189	56	$117,764	9	*
FAMILY PRACTICE	374	$99,908	512	$94,094	902	$94,890	450	$98,498
GASTROENTEROLOGY	52	$187,378	108	$186,600	114	$166,900	23	$165,000
GERIATRICS	1	*	3	*	6	*	1	*
GYNECOLOGY	15	$156,669	16	$113,000	21	$125,000	12	$131,163
HEMATOLOGY/ONCOLOGY	57	$156,627	101	$155,081	127	$127,000	16	$156,974
INFECTIOUS DISEASE	6	*	14	$133,311	24	$107,861	2	*
INTERNAL MEDICINE	269	$118,200	438	$107,019	628	$102,044	292	$97,850
NEONATAL/PERINATAL MEDICINE	7	*	7	*	15	$143,000	*	*
NEPHROLOGY	29	$160,244	57	$210,771	41	$135,338	3	*
NEUROLOGY	31	$120,943	113	$165,000	139	$125,000	18	$127,647
NUCLEAR MEDICINE	5	*	3	*	12	$197,850	*	*
OBSTETRICS/GYNECOLOGY	181	$212,955	178	$169,077	336	$178,170	172	$158,270
OCCUPATIONAL MEDICINE	8	*	23	$97,000	14	$105,155	4	*
OPHTHALMOLOGY	72	$179,468	120	$247,374	139	$158,900	36	$158,054
OTORHINOLARYNGOLOGY	41	$161,449	67	$220,290	104	$173,725	34	$165,297
PATHOLOGY	27	$258,767	14	$461,895	45	$182,581	1	*
PEDIATRICS	136	$98,393	163	$100,442	372	$104,300	273	$95,000
PEDIATRIC CARDIOLOGY	*	*	1	*	5	*	1	*
PEDIATRIC ENDOCRINOLOGY	*	*	*	*	5	*	3	*
PHYSICAL MEDICINE	2	*	6	*	17	$103,000	1	*
PSYCHIATRY	7	*	29	$114,909	42	$109,556	33	$107,600
PULMONARY DISEASE	55	$153,783	57	$149,211	94	$145,474	6	*
RADIATION ONCOLOGY	2	*	19	$225,000	25	$196,976	1	*
RADIOLOGY	44	$211,600	216	$252,275	217	$230,000	21	$187,000
RHEUMATOLOGY	14	$132,629	41	$118,805	68	$113,744	5	*
SURGERY: CARDIOVASCULAR	15	$254,488	36	$462,798	38	$294,839	*	*
SURGERY: COLON AND RECTAL	2	*	8	*	11	$230,704	*	*
SURGERY: GENERAL	134	$159,775	174	$155,768	211	$167,342	59	$162,825
SURGERY: HAND	5	*	16	$564,616	4	*	1	*
SURGERY: NEUROLOGICAL	15	$397,125	71	$362,500	41	$261,500	*	*
SURGERY: ORAL	1	*	11	$152,916	8	*	*	*
SURGERY: ORTHOPEDIC	187	$251,935	354	$260,997	407	$253,901	33	$243,716
SURGERY: PLASTIC	6	*	15	$207,830	29	$193,958	4	*
SURGERY: VASCULAR/THORACIC	29	$309,303	51	$255,900	31	$207,375	7	*
UROLOGY	53	$196,936	97	$190,000	95	$191,948	20	$166,629
OTHER PHYSICIAN SPECIALTIES	5	*	8	*	17	$106,906	5	*
AUDIOLOGIST	3	*	4	*	7	*	6	*
CERT. REG. NURSE ANESTHETIST	2	*	3	*	12	*	*	*
DIETITIAN/NUTRITIONIST	*	*	*	*	5	*	5	*
MIDWIFE	*	*	1	*	1	*	1	*
NURSE PRACTITIONER	3	*	5	*	9	*	48	$41,006
OCCUPATIONAL THERAPIST	2	*	*	*	*	*	3	*
OPTOMETRIST	18	$55,265	15	$58,715	14	$52,050	54	$58,932
PHARMACIST	1	*	*	*	*	*	15	*
PHYSICAL THERAPIST	21	$43,000	6	*	15	$39,240	20	$31,153
PHYSICIANS ASSISTANT	10	$32,061	12	$38,149	17	$39,168	41	$38,273
PODIATRIST	4	*	5	*	11	$99,153	12	$75,347
PSYCHOLOGIST	5	*	9	*	46	$61,671	43	$47,843
SOCIAL WORKER	1	*	*	*	10	$49,070	67	$35,994
SPEECH THERAPIST	*	*	*	*	*	*	2	*
SURGEONS ASSISTANT	*	*	4	*	5	*	1	*
OTHER ALLIED SPECIALTIES	*	*	1	*	1	*	7	*

NOTES: AN ASTERISK INDICATES THAT DATA ARE SUPPRESSED WHEN THE NUMBER OF INDIVIDUAL RESPONSES IS LESS THAN 10 OR THE NUMBER OF GROUP RESPONSES IS LESS THAN 3. AN ASTERISK IN A COUNT COLUMN SHOULD BE INTERPRETED AS A ZERO. EXCLUDED FROM THIS TABLE ARE DATA FOR PHYSICIANS EARNING LESS THAN $20,000 PER YEAR AND ALLIED HEALTHCARE PROFESSIONALS EARNING LESS THAN $10,000 PER YEAR. DATA FOR UNIVERSITY AND GOVERNMENT AFFILIATED GROUPS ARE EXCLUDED FROM THIS TABLE.

Source: Medical Group Management Association member groups.

Table 8: Physician and Allied Healthcare Professional Compensation by Specialty and Number of FTE Physicians for Multispecialty Groups Only

SPECIALTY	NUMBER OF FTE PHYSICIANS							
	10 FTE OR LESS		11 TO 25 FTE		26 TO 50 FTE		51 FTE OR MORE	
	NUMBER OF INDIVIDUAL RESPONSES	COMPENSATION MEDIAN	NUMBER OF INDIVIDUAL RESPONSES	COMPENSATION MEDIAN	NUMBER OF INDIVIDUAL RESPONSES	COMPENSATION MEDIAN	NUMBER OF INDIVIDUAL RESPONSES	COMPENSATION MEDIAN
ALLERGY/IMMUNOLOGY	4	*	8	*	22	$104,818	61	$140,847
ANESTHESIOLOGY	1	*	6	*	37	$248,800	142	$189,694
CARDIOLOGY: INVASIVE	17	$233,000	49	$199,300	52	$260,749	133	$212,304
CARDIOLOGY: NONINVASIVE	21	$159,300	33	$176,079	40	$158,115	81	$209,178
CRITICAL CARE	*	*	3	*	3	*	12	$130,123
DENTISTRY	*	*	1	*	3	*	14	$118,294
DERMATOLOGY	1	*	16	$104,104	65	$114,626	112	$145,296
EMERGENCY MEDICINE	3	*	32	$94,343	59	$91,665	126	$111,177
ENDOCRINOLOGY/METABOLISM	9	*	17	$117,511	25	$109,937	70	$120,830
FAMILY PRACTICE	258	$89,250	475	$97,305	440	$98,239	919	$96,804
GASTROENTEROLOGY	20	$119,779	71	$166,600	65	$187,177	154	$175,652
GERIATRICS	1	*	5	*	3	*	10	$110,500
GYNECOLOGY	1	*	14	$74,913	16	$131,750	21	$137,000
HEMATOLOGY/ONCOLOGY	26	$140,300	45	$118,901	64	$167,804	138	$134,387
INFECTIOUS DISEASE	4	*	7	*	8	*	38	$122,595
INTERNAL MEDICINE	142	$96,316	422	$106,232	496	$102,164	629	$103,300
NEONATAL/PERINATAL MEDICINE	*	*	6	*	2	*	23	$138,251
NEPHROLOGY	5	*	10	$75,573	27	$141,100	71	$137,367
NEUROLOGY	10	$100,000	19	$120,000	36	$103,724	142	$125,702
NUCLEAR MEDICINE	1	*	*	*	1	*	16	$170,400
OBSTETRICS/GYNECOLOGY	29	$110,682	186	$147,038	231	$168,356	338	$165,250
OCCUPATIONAL MEDICINE	2	*	5	*	15	$98,786	45	$105,417
OPHTHALMOLOGY	4	*	25	$185,952	75	$177,614	169	$156,496
OTORHINOLARYNGOLOGY	1	*	22	$117,635	60	$174,003	127	$155,221
PATHOLOGY	*	*	9	*	9	*	74	$181,538
PEDIATRICS	52	$80,582	193	$97,588	268	$98,457	477	$99,120
PEDIATRIC CARDIOLOGY	*	*	1	*	*	*	10	$141,031
PEDIATRIC ENDOCRINOLOGY	*	*	2	*	*	*	8	*
PHYSICAL MEDICINE	*	*	1	*	1	*	31	$122,142
PSYCHIATRY	*	*	16	$100,133	17	$101,657	131	$109,000
PULMONARY DISEASE	16	$135,000	49	$145,500	50	$154,518	100	$137,883
RADIATION ONCOLOGY	3	*	*	*	5	*	26	$172,116
RADIOLOGY	11	$153,000	20	$141,194	47	$174,131	185	$211,518
RHEUMATOLOGY	6	*	9	*	31	$114,000	80	$110,995
SURGERY: CARDIOVASCULAR	10	*	12	$340,617	7	*	46	$269,078
SURGERY: COLON AND RECTAL	8	*	1	*	3	*	11	$314,952
SURGERY: GENERAL	56	$118,175	183	$134,254	157	$159,518	244	$167,876
SURGERY: HAND	*	*	1	*	1	*	4	*
SURGERY: NEUROLOGICAL	6	*	5	*	5	*	44	$245,589
SURGERY: ORAL	*	*	*	*	6	*	10	$123,616
SURGERY: ORTHOPEDIC	14	$197,283	62	$181,759	107	$226,400	207	$222,500
SURGERY: PLASTIC	1	*	5	*	7	*	37	$196,000
SURGERY: VASCULAR/THORACIC	14	$292,620	18	$202,141	31	$243,536	41	$213,700
UROLOGY	3	*	31	$119,867	73	$177,022	137	$173,000
OTHER PHYSICIAN SPECIALTIES	1	*	9	*	13	$106,906	42	$118,991
AUDIOLOGIST	*	*	*	*	9	*	20	$35,411
CERT. REG. NURSE ANESTHETIST	*	*	2	*	13	$63,516	*	*
DIETITIAN/NUTRITIONIST	*	*	1	*	2	*	8	*
MIDWIFE	*	*	*	*	1	*	3	*
NURSE PRACTITIONER	9	*	3	*	28	$34,138	35	$42,188
OCCUPATIONAL THERAPIST	*	*	*	*	*	*	3	*
OPTOMETRIST	*	*	4	*	22	$66,000	61	$58,584
PHARMACIST	1	*	*	*	15	*	4	*
PHYSICAL THERAPIST	3	*	6	*	15	$39,240	31	$33,716
PHYSICIANS ASSISTANT	13	$34,000	8	*	34	$38,088	28	$40,885
PODIATRIST	2	*	5	*	6	*	21	$94,798
PSYCHOLOGIST	4	*	5	*	20	$52,642	78	$55,550
SOCIAL WORKER	3	*	1	*	25	$32,703	51	$38,824
SPEECH THERAPIST	*	*	*	*	*	*	3	*
SURGEONS ASSISTANT	*	*	*	*	*	*	9	*
OTHER ALLIED SPECIALTIES	*	*	*	*	3	*	8	*

NOTES: AN ASTERISK INDICATES THAT DATA ARE SUPPRESSED WHEN THE NUMBER OF INDIVIDUAL RESPONSES IS LESS THAN 10 OR THE NUMBER OF GROUP RESPONSES IS LESS THAN 3. AN ASTERISK IN A COUNT COLUMN SHOULD BE INTERPRETED AS A ZERO. EXCLUDED FROM THIS TABLE ARE DATA FOR PHYSICIANS EARNING LESS THAN $20,000 PER YEAR AND ALLIED HEALTHCARE PROFESSIONALS EARNING LESS THAN $10,000 PER YEAR. DATA FOR UNIVERSITY AND GOVERNMENT AFFILIATED GROUPS ARE EXCLUDED FROM THIS TABLE.

Source: Medical Group Management Association member groups.

Table 9: Physician and Allied Healthcare Professional Compensation by Specialty and Shareholder/Partner Status for All Group Types

SPECIALTY	SHAREHOLDER/PARTNER STATUS						TOTAL		
	YES			NO			NUMBER OF INDIVIDUAL RESPONSES	NUMBER OF GROUP RESPONSES	COMPENSATION
	NUMBER OF INDIVIDUAL RESPONSES	NUMBER OF GROUP RESPONSES	COMPENSATION	NUMBER OF INDIVIDUAL RESPONSES	NUMBER OF GROUP RESPONSES	COMPENSATION			
			MEDIAN			MEDIAN			MEDIAN
ALLERGY/IMMUNOLOGY	97	66	$150,000	20	17	$105,592	117	77	$140,211
ANESTHESIOLOGY	345	52	$210,307	97	32	$139,858	442	59	$185,468
CARDIOLOGY: INVASIVE	339	127	$303,034	96	51	$142,678	435	139	$265,000
CARDIOLOGY: NONINVASIVE	214	120	$204,292	43	28	$123,727	257	129	$187,000
CRITICAL CARE	7	5	*	7	4	*	14	9	$123,566
DENTISTRY	12	3	$118,294	6	3	*	18	6	$102,014
DERMATOLOGY	171	104	$148,400	37	29	$102,479	208	121	$137,895
EMERGENCY MEDICINE	116	33	$113,254	95	31	$103,011	211	48	$107,400
ENDOCRINOLOGY/METABOLISM	107	74	$123,715	28	18	$89,841	135	83	$120,736
FAMILY PRACTICE	1,878	337	$101,656	609	195	$78,901	2,487	384	$96,317
GASTROENTEROLOGY	279	156	$190,327	59	42	$128,937	338	171	$180,600
GERIATRICS	9	7	*	4	4	*	13	10	$103,728
GYNECOLOGY	65	43	$125,954	17	11	$126,000	82	52	$125,977
HEMATOLOGY/ONCOLOGY	264	137	$150,204	56	34	$108,801	320	151	$144,150
INFECTIOUS DISEASE	48	39	$132,064	7	5	*	55	43	$121,000
INTERNAL MEDICINE	1,409	327	$111,925	409	156	$84,000	1,818	358	$104,328
NEONATAL/PERINATAL MEDICINE	30	12	$179,340	8	5	*	38	14	$160,986
NEPHROLOGY	117	58	$158,975	34	17	$109,370	151	64	$145,065
NEUROLOGY	243	93	$147,000	82	45	$100,056	325	114	$134,706
NUCLEAR MEDICINE	30	18	$197,850	3	3	*	33	20	$195,700
OBSTETRICS/GYNECOLOGY	778	252	$192,028	201	105	$121,000	979	277	$174,000
OCCUPATIONAL MEDICINE	42	28	$123,790	27	18	$92,000	69	39	$104,100
OPHTHALMOLOGY	315	140	$201,200	95	57	$113,142	410	161	$175,046
OTORHINOLARYNGOLOGY	239	114	$186,789	43	32	$130,769	282	127	$168,750
PATHOLOGY	107	30	$229,903	20	6	$132,050	127	33	$202,537
PEDIATRICS	788	229	$105,772	279	108	$79,187	1,067	257	$99,000
PEDIATRIC CARDIOLOGY	10	5	$147,600	4	2	*	14	6	$145,012
PEDIATRIC ENDOCRINOLOGY	6	2	*	2	1	*	8	2	*
PHYSICAL MEDICINE	16	11	$160,245	15	6	$106,000	31	16	$122,142
PSYCHIATRY	101	40	$114,814	53	24	$99,500	154	54	$107,743
PULMONARY DISEASE	208	118	$157,688	43	27	$100,682	251	131	$145,500
RADIATION ONCOLOGY	42	22	$236,183	18	12	$139,650	60	28	$202,288
RADIOLOGY	505	108	$243,300	157	60	$132,300	662	127	$230,000
RHEUMATOLOGY	122	76	$115,452	22	12	$98,977	144	82	$113,353
SURGERY: CARDIOVASCULAR	69	29	$394,086	29	15	$205,220	98	34	$347,192
SURGERY: COLON AND RECTAL	23	14	$230,704	4	3	*	27	14	$202,384
SURGERY: GENERAL	592	254	$165,447	110	64	$129,251	702	276	$159,394
SURGERY: HAND	22	11	$375,256	4	3	*	26	13	$329,605
SURGERY: NEUROLOGICAL	111	39	$362,500	25	14	$197,170	136	43	$341,841
SURGERY: ORAL	20	9	$151,087	7	4	*	27	10	$151,291
SURGERY: ORTHOPEDIC	924	266	$268,630	139	96	$168,063	1,063	283	$253,117
SURGERY: PLASTIC	47	32	$209,378	12	10	$130,187	59	39	$196,000
SURGERY: VASCULAR/THORACIC	110	60	$247,851	21	14	$170,000	131	67	$234,583
UROLOGY	257	139	$198,361	44	29	$137,062	301	151	$181,554
OTHER PHYSICIAN SPECIALTIES	40	25	$159,014	10	8	$112,799	50	31	$138,739
AUDIOLOGIST	2	1	*	30	24	$33,600	32	25	$34,090
CERT. REG. NURSE ANESTHETIST	1	1	*	25	4	$51,054	26	5	$54,572
DIETITIAN/NUTRITIONIST	*	*	*	11	6	$29,000	11	6	$29,000
MIDWIFE	1	1	*	4	4	*	5	5	*
NURSE PRACTITIONER	*	*	*	85	40	$35,658	85	40	$35,658
OCCUPATIONAL THERAPIST	*	*	*	6	5	*	6	5	*
OPTOMETRIST	9	7	*	92	39	$55,661	101	44	$58,704
PHARMACIST	*	*	*	20	5	$40,000	20	5	$40,000
PHYSICAL THERAPIST	*	*	*	71	27	$36,561	71	27	$36,561
PHYSICIANS ASSISTANT	*	*	*	96	44	$38,035	96	44	$38,035
PODIATRIST	8	8	*	27	22	$84,550	35	30	$93,345
PSYCHOLOGIST	9	7	*	109	41	$55,250	118	46	$55,599
SOCIAL WORKER	2	1	*	83	20	$35,994	85	21	$36,000
SPEECH THERAPIST	*	*	*	4	3	*	4	3	*
SURGEONS ASSISTANT	*	*	*	11	6	$34,245	11	6	$34,245
OTHER ALLIED SPECIALTIES	2	1	*	11	6	$29,487	13	7	$31,127

NOTES: AN ASTERISK INDICATES THAT DATA ARE SUPPRESSED WHEN THE NUMBER OF INDIVIDUAL RESPONSES IS LESS THAN 10 OR THE NUMBER OF GROUP RESPONSES IS LESS THAN 3. AN ASTERISK IN A COUNT COLUMN SHOULD BE INTERPRETED AS A ZERO. EXCLUDED FROM THIS TABLE ARE DATA FOR PHYSICIANS EARNING LESS THAN $20,000 PER YEAR AND ALLIED HEALTHCARE PROFESSIONALS EARNING LESS THAN $10,000 PER YEAR. DATA FOR UNIVERSITY AND GOVERNMENT AFFILIATED GROUPS ARE EXCLUDED FROM THIS TABLE.

Source: Medical Group Management Association member groups.

Table 10: Physician and Allied Healthcare Professional Compensation by Specialty and Years in Specialty for All Group Types

SPECIALTY	YEARS IN SPECIALTY							
	5 YEARS OR LESS		6 TO 10 YEARS		11 TO 18 YEARS		19 YEARS OR MORE	
	NUMBER OF INDIVIDUAL RESPONSES	COMPENSATION MEDIAN	NUMBER OF INDIVIDUAL RESPONSES	COMPENSATION MEDIAN	NUMBER OF INDIVIDUAL RESPONSES	COMPENSATION MEDIAN	NUMBER OF INDIVIDUAL RESPONSES	COMPENSATION MEDIAN
ALLERGY/IMMUNOLOGY	16	$89,584	23	$132,882	33	$142,249	37	$140,847
ANESTHESIOLOGY	129	$174,000	82	$204,596	100	$245,000	67	$167,379
CARDIOLOGY: INVASIVE	92	$185,715	108	$294,692	120	$321,899	48	$218,901
CARDIOLOGY: NONINVASIVE	37	$167,178	40	$230,244	67	$213,529	80	$157,100
CRITICAL CARE	4	*	1	*	1	*	1	*
DENTISTRY	1	*	4	*	3	*	7	*
DERMATOLOGY	35	$120,000	41	$141,353	62	$155,102	49	$135,526
EMERGENCY MEDICINE	74	$97,132	57	$112,500	46	$112,244	10	$123,678
ENDOCRINOLOGY/METABOLISM	20	$93,150	28	$102,094	37	$125,700	34	$123,050
FAMILY PRACTICE	626	$82,000	571	$97,665	522	$102,737	503	$99,907
GASTROENTEROLOGY	65	$162,700	66	$204,786	120	$186,116	65	$164,878
GERIATRICS	5	*	5	*	4	*	1	*
GYNECOLOGY	14	$115,500	6	*	8	*	50	$137,229
HEMATOLOGY/ONCOLOGY	54	$117,820	59	$151,373	118	$148,866	73	$150,500
INFECTIOUS DISEASE	7	*	10	$128,623	21	$132,995	12	$131,338
INTERNAL MEDICINE	424	$86,984	408	$108,363	447	$118,735	393	$105,963
NEONATAL/PERINATAL MEDICINE	9	*	10	$214,750	10	$122,600	3	*
NEPHROLOGY	29	$114,500	29	$146,133	46	$168,780	41	$135,541
NEUROLOGY	76	$115,635	69	$138,755	105	$152,999	49	$145,673
NUCLEAR MEDICINE	1	*	3	*	12	$194,088	16	$204,038
OBSTETRICS/GYNECOLOGY	238	$142,000	210	$199,318	206	$200,989	233	$176,854
OCCUPATIONAL MEDICINE	20	$105,097	10	$92,752	6	*	21	$97,000
OPHTHALMOLOGY	90	$139,377	76	$186,476	109	$250,000	113	$182,263
OTORHINOLARYNGOLOGY	48	$157,310	55	$187,469	74	$181,929	76	$168,611
PATHOLOGY	11	$155,940	29	$237,500	30	$232,266	35	$194,460
PEDIATRICS	246	$74,872	223	$99,300	244	$111,184	259	$114,398
PEDIATRIC CARDIOLOGY	2	*	*	*	3	*	3	*
PEDIATRIC ENDOCRINOLOGY	5	*	1	*	1	*	1	*
PHYSICAL MEDICINE	10	$93,899	8	*	4	*	4	*
PSYCHIATRY	20	$98,939	25	$104,658	50	$112,443	42	$112,511
PULMONARY DISEASE	46	$102,115	74	$156,355	73	$158,468	34	$130,314
RADIATION ONCOLOGY	22	$177,747	12	$199,800	22	$239,848	5	*
RADIOLOGY	114	$161,177	150	$233,047	186	$235,337	160	$239,123
RHEUMATOLOGY	26	$88,883	34	$114,605	45	$122,530	30	$112,026
SURGERY: CARDIOVASCULAR	23	$261,760	24	$456,812	32	$356,542	14	$414,997
SURGERY: COLON AND RECTAL	6	*	4	*	9	*	5	*
SURGERY: GENERAL	114	$138,123	95	$183,126	138	$165,078	274	$152,160
SURGERY: HAND	8	*	4	*	3	*	11	$212,286
SURGERY: NEUROLOGICAL	20	$212,818	21	$363,914	50	$374,350	34	$307,692
SURGERY: ORAL	10	$249,800	2	*	3	*	10	$105,305
SURGERY: ORTHOPEDIC	205	$212,909	225	$296,000	295	$279,494	284	$229,655
SURGERY: PLASTIC	16	$208,604	14	$203,000	16	$224,803	7	*
SURGERY: VASCULAR/THORACIC	24	$191,794	28	$249,473	36	$241,768	33	$250,000
UROLOGY	52	$154,125	40	$179,527	84	$223,013	92	$175,297
OTHER PHYSICIAN SPECIALTIES	9	*	12	$189,315	12	$112,048	12	$112,870
AUDIOLOGIST	6	*	9	*	6	*	2	*
CERT. REG. NURSE ANESTHETIST	3	*	7	*	4	*	1	*
DIETITIAN/NUTRITIONIST	3	*	1	*	2	*	1	*
MIDWIFE	1	*	*	*	1	*	*	*
NURSE PRACTITIONER	22	$33,221	19	$36,500	25	$40,500	6	*
OCCUPATIONAL THERAPIST	3	*	*	*	2	*	*	*
OPTOMETRIST	35	$50,800	31	$58,704	16	$67,642	14	$66,928
PHARMACIST	5	*	3	*	8	*	4	*
PHYSICAL THERAPIST	31	$32,340	20	$41,789	12	$40,106	6	*
PHYSICIANS ASSISTANT	20	$32,250	31	$38,273	26	$38,829	1	*
PODIATRIST	15	$74,013	9	*	6	*	1	*
PSYCHOLOGIST	38	$44,173	22	$56,746	26	$59,782	17	$63,780
SOCIAL WORKER	19	$25,380	14	$36,140	32	$35,997	15	$41,146
SPEECH THERAPIST	2	*	*	*	*	*	1	*
SURGEONS ASSISTANT	1	*	1	*	2	*	4	*
OTHER ALLIED SPECIALTIES	2	*	5	*	2	*	4	*

NOTES: AN ASTERISK INDICATES THAT DATA ARE SUPPRESSED WHEN THE NUMBER OF INDIVIDUAL RESPONSES IS LESS THAN 10 OR THE NUMBER OF GROUP RESPONSES IS LESS THAN 3. AN ASTERISK IN A COUNT COLUMN SHOULD BE INTERPRETED AS A ZERO. EXCLUDED FROM THIS TABLE ARE DATA FOR PHYSICIANS EARNING LESS THAN $20,000 PER YEAR AND ALLIED HEALTHCARE PROFESSIONALS EARNING LESS THAN $10,000 PER YEAR. DATA FOR UNIVERSITY AND GOVERNMENT AFFILIATED GROUPS ARE EXCLUDED FROM THIS TABLE.

Source: Medical Group Management Association member groups.

Table 11: Physician and Allied Healthcare Professional Compensation by Specialty and Age for All Group Types

SPECIALTY	AGE							
	36 YEARS OR LESS		37 TO 42 YEARS		43 TO 50 YEARS		51 YEARS OR MORE	
	NUMBER OF INDIVIDUAL RESPONSES	COMPENSATION MEDIAN	NUMBER OF INDIVIDUAL RESPONSES	COMPENSATION MEDIAN	NUMBER OF INDIVIDUAL RESPONSES	COMPENSATION MEDIAN	NUMBER OF INDIVIDUAL RESPONSES	COMPENSATION MEDIAN
ALLERGY/IMMUNOLOGY	9	*	28	$132,511	29	$151,600	43	$147,724
ANESTHESIOLOGY	127	$172,340	117	$183,586	99	$195,178	80	$182,150
CARDIOLOGY: INVASIVE	75	$183,474	152	$277,813	117	$306,617	64	$215,449
CARDIOLOGY: NONINVASIVE	31	$150,000	60	$225,000	62	$205,385	85	$159,300
CRITICAL CARE	4	*	1	*	3	*	2	*
DENTISTRY	3	*	4	*	6	*	5	*
DERMATOLOGY	37	$114,846	50	$138,631	60	$151,928	52	$127,867
EMERGENCY MEDICINE	73	$102,671	74	$112,313	43	$112,680	12	$93,783
ENDOCRINOLOGY/METABOLISM	18	$95,717	30	$108,882	43	$125,700	37	$121,018
FAMILY PRACTICE	789	$85,514	700	$100,178	389	$104,439	475	$97,911
GASTROENTEROLOGY	60	$156,289	85	$194,623	110	$184,286	74	$161,129
GERIATRICS	6	*	7	*	1	*	1	*
GYNECOLOGY	4	*	11	$118,346	11	$166,943	52	$137,491
HEMATOLOGY/ONCOLOGY	48	$116,064	88	$151,250	108	$148,050	77	$139,652
INFECTIOUS DISEASE	13	$94,639	14	$158,468	16	$117,815	12	$123,785
INTERNAL MEDICINE	495	$90,000	531	$109,200	345	$114,900	386	$108,047
NEONATAL/PERINATAL MEDICINE	6	*	19	$167,119	9	*	4	*
NEPHROLOGY	24	$125,478	42	$153,922	42	$160,953	37	$135,338
NEUROLOGY	64	$116,024	94	$134,865	92	$149,549	53	$136,200
NUCLEAR MEDICINE	2	*	3	*	13	$200,000	15	$192,100
OBSTETRICS/GYNECOLOGY	255	$144,125	246	$192,742	189	$192,000	241	$170,563
OCCUPATIONAL MEDICINE	10	$98,177	16	$102,447	9	*	27	$95,000
OPHTHALMOLOGY	91	$143,395	82	$188,029	106	$262,088	106	$166,597
OTORHINOLARYNGOLOGY	44	$162,680	61	$175,776	70	$191,940	82	$153,454
PATHOLOGY	11	$130,399	34	$220,952	38	$205,451	36	$194,031
PEDIATRICS	287	$82,567	270	$97,547	217	$111,368	243	$109,230
PEDIATRIC CARDIOLOGY	1	*	3	*	5	*	1	*
PEDIATRIC ENDOCRINOLOGY	2	*	3	*	2	*	1	*
PHYSICAL MEDICINE	9	*	11	$112,370	8	*	3	*
PSYCHIATRY	21	$106,000	41	$105,015	52	$107,969	42	$109,556
PULMONARY DISEASE	44	$101,937	92	$154,100	72	$162,797	28	$136,141
RADIATION ONCOLOGY	22	$178,125	12	$199,800	17	$249,883	8	*
RADIOLOGY	121	$173,404	147	$230,032	214	$230,000	160	$238,714
RHEUMATOLOGY	20	$88,918	58	$110,448	35	$122,530	28	$114,640
SURGERY: CARDIOVASCULAR	17	$261,760	25	$350,000	33	$363,083	22	$381,142
SURGERY: COLON AND RECTAL	3	*	8	*	8	*	7	*
SURGERY: GENERAL	103	$148,888	131	$176,576	153	$161,984	282	$150,695
SURGERY: HAND	6	*	1	*	9	*	10	$243,455
SURGERY: NEUROLOGICAL	17	$200,000	25	$362,500	43	$360,000	48	$336,431
SURGERY: ORAL	7	*	5	*	8	*	7	*
SURGERY: ORTHOPEDIC	176	$213,518	253	$289,106	275	$273,653	283	$225,000
SURGERY: PLASTIC	9	*	15	$193,400	21	$268,300	9	*
SURGERY: VASCULAR/THORACIC	10	$169,407	38	$244,619	30	$292,400	43	$221,692
UROLOGY	39	$147,000	56	$190,445	85	$211,576	96	$173,903
OTHER PHYSICIAN SPECIALTIES	9	*	17	$127,300	13	$157,028	10	$112,799
AUDIOLOGIST	14	$30,749	7	*	7	*	2	*
CERT. REG. NURSE ANESTHETIST	3	*	10	$58,648	6	*	7	*
DIETITIAN/NUTRITIONIST	6	*	3	*	*	*	1	*
MIDWIFE	2	*	*	*	2	*	*	*
NURSE PRACTITIONER	20	$43,500	23	$35,880	29	$34,493	9	*
OCCUPATIONAL THERAPIST	3	*	2	*	1	*	*	*
OPTOMETRIST	57	$54,877	26	$60,251	9	*	12	$66,067
PHARMACIST	13	*	3	*	1	*	3	*
PHYSICAL THERAPIST	49	$34,675	10	$42,150	9	*	1	*
PHYSICIANS ASSISTANT	32	$33,786	42	$38,829	14	$40,175	4	*
PODIATRIST	11	$76,000	15	$93,345	5	*	1	*
PSYCHOLOGIST	19	$41,409	41	$57,491	35	$57,715	21	$56,807
SOCIAL WORKER	11	$31,234	34	$35,828	24	$40,032	16	$38,369
SPEECH THERAPIST	1	*	1	*	1	*	*	*
SURGEONS ASSISTANT	3	*	5	*	2	*	1	*
OTHER ALLIED SPECIALTIES	2	*	4	*	5	*	3	*

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Source: Medical Group Management Association member groups.

Table 12: Physician and Allied Healthcare Professional Compensation by Specialty and Legal Organization for All Group Types

SPECIALTY	LEGAL ORGANIZATION							
	PROFESSIONAL CORPORATION/ ASSOCIATION		PARTNERSHIP		NOT-FOR-PROFIT CORPORATION/ FOUNDATION		BUSINESS CORPORATION	
	NUMBER OF INDIVIDUAL RESPONSES	COMPEN-SATION	NUMBER OF INDIVIDUAL RESPONSES	COMPEN-SATION	NUMBER OF INDIVIDUAL RESPONSES	COMPEN-SATION	NUMBER OF INDIVIDUAL RESPONSES	COMPEN-SATION
		MEDIAN		MEDIAN		MEDIAN		MEDIAN
ALLERGY/IMMUNOLOGY	73	$150,000	15	$140,211	16	$117,748	14	$112,613
ANESTHESIOLOGY	303	$180,000	50	$246,834	38	$148,679	70	$189,020
CARDIOLOGY: INVASIVE	312	$275,100	58	$287,485	46	$151,170	42	$240,178
CARDIOLOGY: NONINVASIVE	186	$187,171	26	$208,048	9	*	36	$169,867
CRITICAL CARE	4	*	3	*	8	*	3	*
DENTISTRY	7	*	*	*	11	$120,245	*	*
DERMATOLOGY	121	$146,247	48	$136,537	25	$130,000	22	$129,878
EMERGENCY MEDICINE	132	$107,558	26	$124,756	72	$95,483	19	*
ENDOCRINOLOGY/METABOLISM	82	$116,971	26	$135,458	21	$116,000	12	$122,139
FAMILY PRACTICE	1,714	$95,804	343	$108,960	289	$83,000	224	$94,789
GASTROENTEROLOGY	212	$180,926	57	$198,787	35	$141,600	48	$185,735
GERIATRICS	8	*	5	*	6	*	*	*
GYNECOLOGY	63	$138,651	7	*	9	*	3	*
HEMATOLOGY/ONCOLOGY	219	$149,908	52	$168,719	44	$117,800	37	$148,000
INFECTIOUS DISEASE	33	$121,000	11	$118,000	10	$106,490	10	$141,640
INTERNAL MEDICINE	1,197	$104,000	284	$110,338	183	$94,500	214	$111,432
NEONATAL/PERINATAL MEDICINE	25	$138,950	8	*	13	$120,000	*	*
NEPHROLOGY	98	$157,752	35	$135,338	18	$116,082	4	*
NEUROLOGY	209	$138,375	45	$125,000	40	$120,000	39	$162,649
NUCLEAR MEDICINE	25	$211,600	6	*	2	*	*	*
OBSTETRICS/GYNECOLOGY	682	$178,656	122	$187,542	98	$134,331	117	$172,351
OCCUPATIONAL MEDICINE	45	$100,000	11	$104,450	12	$117,300	3	*
OPHTHALMOLOGY	285	$180,000	54	$195,730	45	$147,251	44	$163,049
OTORHINOLARYNGOLOGY	191	$175,776	39	$169,216	24	$147,985	29	$185,920
PATHOLOGY	59	$186,005	35	$222,481	25	$139,000	24	$240,000
PEDIATRICS	649	$94,483	189	$117,235	143	$95,000	124	$106,157
PEDIATRIC CARDIOLOGY	11	$147,500	*	*	4	*	*	*
PEDIATRIC ENDOCRINOLOGY	1	*	7	*	2	*	*	*
PHYSICAL MEDICINE	15	$142,500	2	*	18	$105,550	*	*
PSYCHIATRY	86	$109,500	26	$107,535	49	$104,000	10	$83,457
PULMONARY DISEASE	177	$149,211	39	$149,000	28	$123,880	15	$137,007
RADIATION ONCOLOGY	44	$212,627	7	*	8	*	5	*
RADIOLOGY	507	$234,614	96	$230,000	51	$148,664	28	$188,947
RHEUMATOLOGY	90	$113,353	26	$110,584	20	$112,383	15	$91,314
SURGERY: CARDIOVASCULAR	71	$412,330	10	$300,355	17	$187,400	8	*
SURGERY: COLON AND RECTAL	18	$211,360	8	*	1	*	*	*
SURGERY: GENERAL	505	$158,051	96	$161,851	56	$160,892	65	$172,952
SURGERY: HAND	13	$322,162	9	*	3	*	1	*
SURGERY: NEUROLOGICAL	81	$342,278	21	$260,000	9	*	27	$372,300
SURGERY: ORAL	23	$141,622	1	*	*	*	3	*
SURGERY: ORTHOPEDIC	803	$254,114	110	$265,702	40	$188,300	134	$244,221
SURGERY: PLASTIC	34	$208,604	8	*	13	$169,800	7	*
SURGERY: VASCULAR/THORACIC	97	$243,536	21	$221,692	8	*	11	$205,666
UROLOGY	197	$187,078	42	$192,841	25	$159,000	45	$191,948
OTHER PHYSICIAN SPECIALTIES	34	$161,926	11	$147,675	4	*	17	$100,943
AUDIOLOGIST	17	$36,144	7	*	6	*	2	*
CERT. REG. NURSE ANESTHETIST	13	*	3	*	*	*	10	*
DIETITIAN/NUTRITIONIST	11	$29,000	*	*	*	*	*	*
MIDWIFE	4	*	1	*	*	*	*	*
NURSE PRACTITIONER	35	$34,390	12	$45,011	36	$35,580	2	*
OCCUPATIONAL THERAPIST	1	*	3	*	2	*	*	*
OPTOMETRIST	68	$55,265	13	$59,159	23	$62,500	5	*
PHARMACIST	4	*	*	*	16	$39,800	*	*
PHYSICAL THERAPIST	48	$39,644	9	*	15	*	*	*
PHYSICIANS ASSISTANT	70	$38,423	3	*	18	$36,308	11	$32,760
PODIATRIST	19	$84,550	4	*	9	*	3	*
PSYCHOLOGIST	84	$52,315	7	*	26	$66,897	1	*
SOCIAL WORKER	25	$30,622	4	*	52	$37,128	4	*
SPEECH THERAPIST	2	*	*	*	2	*	*	*
SURGEONS ASSISTANT	9	*	*	*	2	*	*	*
OTHER ALLIED SPECIALTIES	10	$30,307	2	*	2	*	*	*

NOTES: AN ASTERISK INDICATES THAT DATA ARE SUPPRESSED WHEN THE NUMBER OF INDIVIDUAL RESPONSES IS LESS THAN 10 OR THE NUMBER OF GROUP RESPONSES IS LESS THAN 3. AN ASTERISK IN A COUNT COLUMN SHOULD BE INTERPRETED AS A ZERO. EXCLUDED FROM THIS TABLE ARE DATA FOR PHYSICIANS EARNING LESS THAN $20,000 PER YEAR AND ALLIED HEALTHCARE PROFESSIONALS EARNING LESS THAN $10,000 PER YEAR. DATA FOR UNIVERSITY AND GOVERNMENT AFFILIATED GROUPS ARE EXCLUDED FROM THIS TABLE.

Source: Medical Group Management Association member groups.

Table 13: Physician and Allied Healthcare Professional Compensation by Specialty and Primary Affiliation for All Group Types

SPECIALTY	PRIMARY AFFILIATION						TOTAL		
	FREESTANDING			HOSPITAL			NUMBER OF INDIVIDUAL RESPONSES	NUMBER OF GROUP RESPONSES	COMPENSATION
	NUMBER OF INDIVIDUAL RESPONSES	NUMBER OF GROUP RESPONSES	COMPENSATION MEDIAN	NUMBER OF INDIVIDUAL RESPONSES	NUMBER OF GROUP RESPONSES	COMPENSATION MEDIAN			MEDIAN
ALLERGY/IMMUNOLOGY	115	76	$138,055	3	2	*	118	78	$139,133
ANESTHESIOLOGY	310	45	$171,170	151	15	$233,843	461	60	$185,000
CARDIOLOGY: INVASIVE	423	138	$263,185	35	6	$200,000	458	144	$256,744
CARDIOLOGY: NONINVASIVE	231	122	$181,989	26	7	$272,829	257	129	$187,000
CRITICAL CARE	16	10	$130,123	2	1	*	18	11	$131,824
DENTISTRY	18	6	$102,014	*	*	*	18	6	$102,014
DERMATOLOGY	209	122	$138,000	7	3	*	216	125	$137,895
EMERGENCY MEDICINE	147	43	$106,113	102	7	$104,429	249	50	$105,565
ENDOCRINOLOGY/METABOLISM	135	81	$118,016	6	4	*	141	85	$119,003
FAMILY PRACTICE	2,393	368	$95,000	180	25	$101,650	2,573	393	$95,602
GASTROENTEROLOGY	339	169	$179,712	13	6	$155,000	352	175	$179,013
GERIATRICS	11	9	$90,500	8	3	*	19	12	$103,728
GYNECOLOGY	80	50	$125,977	2	2	*	82	52	$125,977
HEMATOLOGY/ONCOLOGY	340	152	$145,950	16	5	$113,000	356	157	$144,352
INFECTIOUS DISEASE	58	45	$122,595	6	2	*	64	47	$120,220
INTERNAL MEDICINE	1,809	354	$104,163	77	13	$100,000	1,886	367	$103,990
NEONATAL/PERINATAL MEDICINE	27	11	$171,000	19	4	$125,000	46	15	$140,825
NEPHROLOGY	142	64	$145,356	13	2	*	155	66	$142,700
NEUROLOGY	314	114	$131,979	19	7	$184,302	333	121	$134,652
NUCLEAR MEDICINE	19	10	$192,475	14	10	$205,800	33	20	$195,700
OBSTETRICS/GYNECOLOGY	969	269	$173,500	50	12	$172,609	1,019	281	$173,447
OCCUPATIONAL MEDICINE	64	39	$100,131	7	2	*	71	41	$102,956
OPHTHALMOLOGY	406	155	$175,046	22	8	$176,164	428	163	$175,046
OTORHINOLARYNGOLOGY	277	126	$169,000	6	2	*	283	128	$168,500
PATHOLOGY	83	25	$185,193	60	10	$240,000	143	35	$197,719
PEDIATRICS	1,047	250	$98,505	64	10	$102,140	1,111	260	$98,688
PEDIATRIC CARDIOLOGY	10	4	$134,307	5	3	*	15	7	$143,500
PEDIATRIC ENDOCRINOLOGY	1	1	*	9	2	*	10	3	$123,943
PHYSICAL MEDICINE	29	15	$122,142	6	3	*	35	18	$122,142
PSYCHIATRY	144	52	$104,499	29	4	$110,000	173	56	$106,033
PULMONARY DISEASE	250	130	$145,750	9	4	*	259	134	$145,488
RADIATION ONCOLOGY	48	20	$180,818	17	10	$221,043	65	30	$202,782
RADIOLOGY	434	102	$220,685	248	28	$238,408	682	130	$230,000
RHEUMATOLOGY	137	81	$110,512	14	4	$181,084	151	85	$111,965
SURGERY: CARDIOVASCULAR	91	33	$343,510	15	4	$228,847	106	37	$338,640
SURGERY: COLON AND RECTAL	27	14	$202,384	*	*	*	27	14	$202,384
SURGERY: GENERAL	690	273	$159,498	33	7	$166,292	723	280	$160,000
SURGERY: HAND	24	12	$368,524	2	1	*	26	13	$329,605
SURGERY: NEUROLOGICAL	118	38	$341,841	20	5	$398,300	138	43	$341,950
SURGERY: ORAL	25	9	$152,916	2	1	*	27	10	$151,291
SURGERY: ORTHOPEDIC	1,046	274	$252,853	41	11	$253,261	1,087	285	$253,117
SURGERY: PLASTIC	58	37	$206,000	4	4	*	62	41	$198,000
SURGERY: VASCULAR/THORACIC	134	68	$239,545	3	1	*	137	69	$234,583
UROLOGY	301	148	$181,003	8	4	*	309	152	$181,003
OTHER PHYSICIAN SPECIALTIES	57	30	$147,675	9	3	*	66	33	$138,739
AUDIOLOGIST	28	23	$33,352	4	2	*	32	25	$34,090
CERT. REG. NURSE ANESTHETIST	16	4	$40,743	10	1	*	26	5	$54,572
DIETITIAN/NUTRITIONIST	11	6	$29,000	*	*	*	11	6	$29,000
MIDWIFE	4	4	*	1	1	*	5	5	*
NURSE PRACTITIONER	83	38	$35,658	2	2	*	85	40	$35,658
OCCUPATIONAL THERAPIST	4	4	*	2	1	*	6	5	*
OPTOMETRIST	101	43	$56,000	8	4	*	109	47	$58,584
PHARMACIST	20	5	$40,000	*	*	*	20	5	$40,000
PHYSICAL THERAPIST	71	26	$36,323	1	1	*	72	27	$36,442
PHYSICIANS ASSISTANT	101	46	$38,000	1	1	*	102	47	$38,000
PODIATRIST	32	27	$89,351	3	3	*	35	30	$93,345
PSYCHOLOGIST	111	44	$55,250	8	2	*	119	46	$55,598
SOCIAL WORKER	83	20	$35,994	2	1	*	85	21	$36,000
SPEECH THERAPIST	4	3	*	*	*	*	4	3	*
SURGEONS ASSISTANT	11	6	$34,245	*	*	*	11	6	$34,245
OTHER ALLIED SPECIALTIES	14	8	$31,450	*	*	*	14	8	$31,450

NOTES: AN ASTERISK INDICATES THAT DATA ARE SUPPRESSED WHEN THE NUMBER OF INDIVIDUAL RESPONSES IS LESS THAN 10 OR THE NUMBER OF GROUP RESPONSES IS LESS THAN 3. AN ASTERISK IN A COUNT COLUMN SHOULD BE INTERPRETED AS A ZERO. EXCLUDED FROM THIS TABLE ARE DATA FOR PHYSICIANS EARNING LESS THAN $20,000 PER YEAR AND ALLIED HEALTHCARE PROFESSIONALS EARNING LESS THAN $10,000 PER YEAR. DATA FOR UNIVERSITY AND GOVERNMENT AFFILIATED GROUPS ARE EXCLUDED FROM THIS TABLE.

Source: Medical Group Management Association member groups.

Table 14: Physician and Allied Healthcare Professional Compensation by Specialty and Population of Primary Clinic Location for All Group Types

SPECIALTY	POPULATION OF PRIMARY CLINIC LOCATION							
	POPULATION OVER 500,000		POPULATION 100,000 TO 500,000		POPULATION 20,000 TO 99,999		POPULATION UNDER 20,000	
	NUMBER OF INDIVIDUAL RESPONSES	COMPENSATION MEDIAN	NUMBER OF INDIVIDUAL RESPONSES	COMPENSATION MEDIAN	NUMBER OF INDIVIDUAL RESPONSES	COMPENSATION MEDIAN	NUMBER OF INDIVIDUAL RESPONSES	COMPENSATION MEDIAN
ALLERGY/IMMUNOLOGY	43	$118,541	40	$150,000	29	$138,000	6	*
ANESTHESIOLOGY	168	$204,115	214	$188,540	58	$170,000	21	$139,858
CARDIOLOGY: INVASIVE	129	$239,095	181	$265,393	114	$289,531	23	$142,990
CARDIOLOGY: NONINVASIVE	79	$218,750	87	$201,678	75	$160,703	13	$109,586
CRITICAL CARE	3	*	8	*	3	*	4	*
DENTISTRY	8	*	4	*	*	*	6	*
DERMATOLOGY	65	$141,222	72	$148,658	64	$125,755	14	$105,371
EMERGENCY MEDICINE	87	$112,000	98	$101,832	30	$119,568	31	$101,626
ENDOCRINOLOGY/METABOLISM	54	$121,595	43	$121,018	34	$109,944	10	$119,963
FAMILY PRACTICE	547	$91,933	659	$96,719	701	$103,110	655	$89,940
GASTROENTEROLOGY	96	$163,850	104	$188,469	130	$181,886	21	$139,484
GERIATRICS	8	*	8	*	2	*	1	*
GYNECOLOGY	34	$121,250	13	$137,000	24	$145,935	5	*
HEMATOLOGY/ONCOLOGY	100	$147,900	132	$135,676	106	$156,697	18	$117,183
INFECTIOUS DISEASE	22	$139,921	22	$116,876	16	$99,020	4	*
INTERNAL MEDICINE	606	$95,489	460	$111,305	577	$113,010	237	$94,224
NEONATAL/PERINATAL MEDICINE	10	*	30	$168,560	3	*	3	*
NEPHROLOGY	59	$156,206	46	$148,651	42	$135,537	8	*
NEUROLOGY	120	$159,282	108	$139,911	82	$123,100	22	$96,727
NUCLEAR MEDICINE	15	$200,000	15	$192,475	1	*	*	*
OBSTETRICS/GYNECOLOGY	338	$159,133	245	$192,379	322	$189,626	108	$140,161
OCCUPATIONAL MEDICINE	32	$103,528	23	$97,188	14	$123,790	2	*
OPHTHALMOLOGY	114	$171,424	132	$187,777	137	$180,000	45	$132,247
OTORHINOLARYNGOLOGY	67	$175,776	105	$180,337	92	$169,344	19	$141,564
PATHOLOGY	58	$240,000	49	$179,221	15	$198,259	21	$153,405
PEDIATRICS	365	$94,483	318	$104,641	328	$98,289	98	$95,358
PEDIATRIC CARDIOLOGY	6	*	6	*	*	*	3	*
PEDIATRIC ENDOCRINOLOGY	*	*	10	$123,943	*	*	*	*
PHYSICAL MEDICINE	17	$125,700	11	$112,370	3	*	4	*
PSYCHIATRY	53	$109,000	84	$109,138	23	$99,000	13	$92,192
PULMONARY DISEASE	82	$147,000	78	$139,309	84	$154,303	15	$115,460
RADIATION ONCOLOGY	19	$149,500	36	$240,916	8	*	2	*
RADIOLOGY	246	$230,000	254	$244,365	123	$218,928	44	$147,842
RHEUMATOLOGY	64	$109,175	41	$115,300	37	$103,059	9	*
SURGERY: CARDIOVASCULAR	49	$432,708	40	$341,862	11	$242,551	6	*
SURGERY: COLON AND RECTAL	8	*	10	$182,155	8	*	1	*
SURGERY: GENERAL	150	$169,410	164	$178,629	269	$159,549	137	$135,766
SURGERY: HAND	18	$368,524	5	*	2	*	1	*
SURGERY: NEUROLOGICAL	65	$362,500	50	$266,707	13	$260,000	5	*
SURGERY: ORAL	11	*	11	$141,622	4	*	1	*
SURGERY: ORTHOPEDIC	351	$263,349	370	$274,091	300	$234,057	62	$173,283
SURGERY: PLASTIC	23	$212,055	22	$198,000	14	$199,228	3	*
SURGERY: VASCULAR/THORACIC	30	$210,538	55	$250,000	42	$243,536	10	$197,585
UROLOGY	82	$195,105	85	$210,000	121	$157,209	20	$156,072
OTHER PHYSICIAN SPECIALTIES	27	$120,000	11	$147,675	24	$143,415	4	*
AUDIOLOGIST	10	$29,920	10	$36,680	8	*	4	*
CERT. REG. NURSE ANESTHETIST	10	*	11	*	3	*	2	*
DIETITIAN/NUTRITIONIST	9	*	*	*	2	*	*	*
MIDWIFE	*	*	1	*	3	*	1	*
NURSE PRACTITIONER	52	$35,769	18	$36,159	9	*	6	*
OCCUPATIONAL THERAPIST	4	*	2	*	*	*	*	*
OPTOMETRIST	50	$54,895	31	$70,000	22	$60,031	6	*
PHARMACIST	1	*	18	$39,800	1	*	*	*
PHYSICAL THERAPIST	45	$35,232	13	$34,675	12	$44,000	2	*
PHYSICIANS ASSISTANT	36	$41,200	20	$35,738	34	$39,063	12	$31,181
PODIATRIST	11	$63,500	14	$102,577	9	*	1	*
PSYCHOLOGIST	55	$53,693	31	$63,780	21	$51,260	12	$56,100
SOCIAL WORKER	49	$37,031	26	$37,006	4	*	6	*
SPEECH THERAPIST	3	*	*	*	*	*	1	*
SURGEONS ASSISTANT	5	*	5	*	*	*	1	*
OTHER ALLIED SPECIALTIES	6	*	6	*	2	*	*	*

NOTES: AN ASTERISK INDICATES THAT DATA ARE SUPPRESSED WHEN THE NUMBER OF INDIVIDUAL RESPONSES IS LESS THAN 10 OR THE NUMBER OF GROUP RESPONSES IS LESS THAN 3. AN ASTERISK IN A COUNT COLUMN SHOULD BE INTERPRETED AS A ZERO. EXCLUDED FROM THIS TABLE ARE DATA FOR PHYSICIANS EARNING LESS THAN $20,000 PER YEAR AND ALLIED HEALTHCARE PROFESSIONALS EARNING LESS THAN $10,000 PER YEAR. DATA FOR UNIVERSITY AND GOVERNMENT AFFILIATED GROUPS ARE EXCLUDED FROM THIS TABLE.

Source: Medical Group Management Association member groups.

Table 15: Physician and Allied Healthcare Professional Compensation to Production (Ancillary Services Technical Charges Not Included) Ratios by Specialty for All Group Types

SPECIALTY	ALL GROUP TYPES							
	NUMBER OF INDIVIDUAL RESPONSES	NUMBER OF GROUP RESPONSES	COMPENSATION TO PRODUCTION (ANCIL. SERV. TECH. CHARGES NOT INCL.) RATIOS					
			MEAN	10TH PERCENTILE	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	90TH PERCENTILE
ALLERGY/IMMUNOLOGY	71	48	.475	.266	.322	.395	.464	.749
ANESTHESIOLOGY	243	36	.506	.238	.340	.491	.636	.781
CARDIOLOGY: INVASIVE	199	61	.520	.252	.323	.400	.541	.654
CARDIOLOGY: NONINVASIVE	97	54	.479	.298	.348	.408	.479	.752
CRITICAL CARE	13	7	.502	.288	.445	.472	.520	.736
DENTISTRY	10	4	.345	.260	.263	.368	.395	.405
DERMATOLOGY	131	71	.391	.284	.330	.374	.447	.496
EMERGENCY MEDICINE	135	30	.905	.268	.326	.424	.603	.791
ENDOCRINOLOGY/METABOLISM	68	39	.463	.331	.372	.429	.539	.610
FAMILY PRACTICE	1,223	151	.444	.297	.348	.423	.502	.605
GASTROENTEROLOGY	186	86	.394	.231	.294	.370	.440	.548
GERIATRICS	5	5	*	*	*	*	*	*
GYNECOLOGY	34	19	.456	.269	.324	.382	.439	.549
HEMATOLOGY/ONCOLOGY	179	80	.454	.285	.352	.412	.517	.645
INFECTIOUS DISEASE	31	24	.506	.338	.388	.459	.586	.705
INTERNAL MEDICINE	950	155	.462	.299	.357	.422	.514	.635
NEONATAL/PERINATAL MEDICINE	32	9	.536	.262	.315	.478	.614	.933
NEPHROLOGY	90	34	.656	.271	.360	.419	.561	.799
NEUROLOGY	182	69	.486	.305	.356	.406	.523	.776
NUCLEAR MEDICINE	15	10	.600	.374	.395	.601	.651	.721
OBSTETRICS/GYNECOLOGY	520	130	.380	.251	.295	.350	.411	.516
OCCUPATIONAL MEDICINE	38	20	.464	.268	.322	.446	.506	.741
OPHTHALMOLOGY	268	94	.388	.238	.289	.353	.431	.557
OTORHINOLARYNGOLOGY	134	63	.391	.268	.313	.368	.430	.508
PATHOLOGY	73	19	.521	.267	.310	.378	.846	.891
PEDIATRICS	601	128	.602	.299	.351	.407	.489	.609
PEDIATRIC CARDIOLOGY	7	3	*	*	*	*	*	*
PEDIATRIC ENDOCRINOLOGY	1	1	*	*	*	*	*	*
PHYSICAL MEDICINE	27	11	.406	.237	.288	.401	.488	.599
PSYCHIATRY	123	42	.639	.376	.421	.508	.694	.968
PULMONARY DISEASE	120	64	.431	.282	.360	.413	.488	.590
RADIATION ONCOLOGY	27	15	1.160	.153	.338	.443	.790	.927
RADIOLOGY	241	53	.501	.212	.279	.445	.637	.712
RHEUMATOLOGY	76	45	.466	.326	.366	.418	.526	.669
SURGERY: CARDIOVASCULAR	73	26	.501	.221	.298	.367	.535	.671
SURGERY: COLON AND RECTAL	10	8	.352	.237	.294	.336	.426	.467
SURGERY: GENERAL	398	138	.387	.262	.310	.355	.434	.535
SURGERY: HAND	8	7	*	*	*	*	*	*
SURGERY: NEUROLOGICAL	96	34	.453	.282	.333	.397	.533	.730
SURGERY: ORAL	15	6	.371	.227	.302	.350	.392	.544
SURGERY: ORTHOPEDIC	377	114	.403	.262	.316	.379	.453	.567
SURGERY: PLASTIC	42	23	.348	.203	.264	.346	.420	.488
SURGERY: VASCULAR/THORACIC	92	42	.423	.265	.316	.377	.498	.624
UROLOGY	153	78	.397	.273	.324	.371	.441	.550
OTHER PHYSICIAN SPECIALTIES	36	17	.684	.269	.342	.404	.529	.847
AUDIOLOGIST	15	11	.962	.299	.402	.490	.898	1.483
CERT. REG. NURSE ANESTHETIST	14	3	.267	.209	.215	.220	.250	.343
DIETITIAN/NUTRITIONIST	2	2	*	*	*	*	*	*
MIDWIFE	3	3	*	*	*	*	*	*
NURSE PRACTITIONER	45	20	.465	.180	.289	.382	.540	.725
OCCUPATIONAL THERAPIST	2	2	*	*	*	*	*	*
OPTOMETRIST	67	30	.761	.277	.335	.411	.644	.953
PHARMACIST	5	3	*	*	*	*	*	*
PHYSICAL THERAPIST	40	17	.327	.174	.234	.307	.384	.479
PHYSICIANS ASSISTANT	50	23	.324	.183	.223	.283	.365	.568
PODIATRIST	27	22	.401	.232	.325	.387	.491	.554
PSYCHOLOGIST	89	32	.501	.333	.393	.468	.530	.746
SOCIAL WORKER	61	12	.453	.330	.344	.379	.487	.672
SPEECH THERAPIST	2	1	*	*	*	*	*	*
SURGEONS ASSISTANT	7	3	*	*	*	*	*	*
OTHER ALLIED SPECIALTIES	9	4	*	*	*	*	*	*

NOTES: AN ASTERISK INDICATES THAT DATA ARE SUPPRESSED WHEN THE NUMBER OF INDIVIDUAL RESPONSES IS LESS THAN 10 OR THE NUMBER OF GROUP RESPONSES IS LESS THAN 3. AN ASTERISK IN A COUNT COLUMN SHOULD BE INTERPRETED AS A ZERO. EXCLUDED FROM THIS TABLE ARE DATA FOR PHYSICIANS EARNING LESS THAN $20,000 PER YEAR AND ALLIED HEALTHCARE PROFESSIONALS EARNING LESS THAN $10,000 PER YEAR. DATA FOR UNIVERSITY AND GOVERNMENT AFFILIATED GROUPS ARE EXCLUDED FROM THIS TABLE. UNUSUALLY LOW PRODUCTION DATA REPORTED BY SOME GROUPS MAY CAUSE THE MEAN STATISTIC TO DIFFER GREATLY FROM THE MEDIAN FOR CERTAIN SPECIALTIES.

Source: Medical Group Management Association member groups.

Table 16: Physician and Allied Healthcare Professional Compensation by Specialty and Production (Ancillary Services Technical Charges Not Included) Category for All Group Types

SPECIALTY	PRODUCTION (ANCILLARY SERVICES TECH. CHARGES NOT INCLUDED) CATEGORY							
	$200,000 OR LESS		$200,001 TO $300,000		$300,001 TO $500,000		$500,001 OR MORE	
	NUMBER OF INDIVIDUAL RESPONSES	COMPENSATION MEDIAN	NUMBER OF INDIVIDUAL RESPONSES	COMPENSATION MEDIAN	NUMBER OF INDIVIDUAL RESPONSES	COMPENSATION MEDIAN	NUMBER OF INDIVIDUAL RESPONSES	COMPENSATION MEDIAN
ALLERGY/IMMUNOLOGY	10	$92,259	10	$93,649	40	$149,768	11	$217,680
ANESTHESIOLOGY	24	$146,222	47	$148,419	86	$178,136	86	$236,852
CARDIOLOGY: INVASIVE	2	*	14	$141,350	67	$164,458	116	$289,162
CARDIOLOGY: NONINVASIVE	4	*	19	$104,556	30	$159,000	44	$282,915
CRITICAL CARE	3	*	4	*	6	*	*	*
DENTISTRY	3	*	4	*	3	*	*	*
DERMATOLOGY	8	*	27	$101,012	68	$139,479	28	$243,197
EMERGENCY MEDICINE	38	$95,083	50	$103,629	41	$125,700	6	*
ENDOCRINOLOGY/METABOLISM	17	$86,923	31	$113,923	19	$156,662	1	*
FAMILY PRACTICE	384	$77,802	587	$98,382	227	$125,417	25	$196,000
GASTROENTEROLOGY	6	*	20	$94,235	74	$152,712	86	$213,992
GERIATRICS	2	*	2	*	1	*	*	*
GYNECOLOGY	9	*	8	*	16	$138,989	1	*
HEMATOLOGY/ONCOLOGY	27	$96,808	52	$110,493	72	$144,952	28	$284,675
INFECTIOUS DISEASE	11	$93,653	11	$117,629	8	*	1	*
INTERNAL MEDICINE	258	$77,143	446	$100,953	210	$130,978	36	$186,663
NEONATAL/PERINATAL MEDICINE	4	*	8	*	15	$170,000	5	*
NEPHROLOGY	16	$90,934	19	$108,000	28	$144,350	27	$249,106
NEUROLOGY	27	$89,611	55	$108,522	77	$135,650	23	$220,437
NUCLEAR MEDICINE	*	*	3	*	11	$211,600	1	*
OBSTETRICS/GYNECOLOGY	19	$90,000	32	$110,891	211	$137,862	258	$219,366
OCCUPATIONAL MEDICINE	13	$94,267	12	$104,128	13	$129,300	*	*
OPHTHALMOLOGY	19	$63,600	33	$95,197	86	$142,067	130	$253,873
OTORHINOLARYNGOLOGY	3	*	17	$110,000	57	$143,000	57	$234,820
PATHOLOGY	1	*	17	$240,000	28	$156,178	27	$233,200
PEDIATRICS	184	$76,269	263	$95,715	145	$139,907	9	*
PEDIATRIC CARDIOLOGY	*	*	2	*	2	*	3	*
PEDIATRIC ENDOCRINOLOGY	1	*	*	*	*	*	*	*
PHYSICAL MEDICINE	4	*	8	*	12	$123,392	3	*
PSYCHIATRY	58	$95,731	43	$106,345	20	$146,019	2	*
PULMONARY DISEASE	11	$86,457	34	$112,000	61	$143,255	14	$250,214
RADIATION ONCOLOGY	2	*	1	*	14	$178,125	10	$249,247
RADIOLOGY	9	*	18	$200,000	79	$211,600	135	$308,703
RHEUMATOLOGY	23	$78,816	30	$100,567	21	$132,796	2	*
SURGERY: CARDIOVASCULAR	3	*	1	*	4	*	65	$344,430
SURGERY: COLON AND RECTAL	*	*	1	*	4	*	5	*
SURGERY: GENERAL	22	$82,548	39	$97,918	183	$140,000	154	$212,131
SURGERY: HAND	*	*	1	*	4	*	3	*
SURGERY: NEUROLOGICAL	2	*	*	*	9	*	85	$372,300
SURGERY: ORAL	2	*	3	*	8	*	2	*
SURGERY: ORTHOPEDIC	6	*	16	$105,949	84	$167,704	271	$259,000
SURGERY: PLASTIC	1	*	3	*	9	*	29	$216,000
SURGERY: VASCULAR/THORACIC	3	*	4	*	27	$184,839	58	$276,947
UROLOGY	5	*	17	$113,665	69	$144,752	62	$244,160
OTHER PHYSICIAN SPECIALTIES	11	$77,380	4	*	11	$117,982	10	$296,848
AUDIOLOGIST	14	$34,189	1	*	*	*	*	*
CERT. REG. NURSE ANESTHETIST	11	*	2	*	1	*	*	*
DIETITIAN/NUTRITIONIST	2	*	*	*	*	*	*	*
MIDWIFE	3	*	*	*	*	*	*	*
NURSE PRACTITIONER	41	$38,500	4	*	*	*	*	*
OCCUPATIONAL THERAPIST	2	*	*	*	*	*	*	*
OPTOMETRIST	55	$54,912	8	*	4	*	*	*
PHARMACIST	2	*	*	*	3	*	*	*
PHYSICAL THERAPIST	34	$31,938	5	*	1	*	*	*
PHYSICIANS ASSISTANT	44	$36,673	6	*	*	*	*	*
PODIATRIST	6	*	13	$93,345	7	*	1	*
PSYCHOLOGIST	79	$52,104	10	$95,313	*	*	*	*
SOCIAL WORKER	61	$37,224	*	*	*	*	*	*
SPEECH THERAPIST	2	*	*	*	*	*	*	*
SURGEONS ASSISTANT	7	*	*	*	*	*	*	*
OTHER ALLIED SPECIALTIES	9	*	*	*	*	*	*	*

NOTES: AN ASTERISK INDICATES THAT DATA ARE SUPPRESSED WHEN THE NUMBER OF INDIVIDUAL RESPONSES IS LESS THAN 10 OR THE NUMBER OF GROUP RESPONSES IS LESS THAN 3. AN ASTERISK IN A COUNT COLUMN SHOULD BE INTERPRETED AS A ZERO. EXCLUDED FROM THIS TABLE ARE DATA FOR PHYSICIANS EARNING LESS THAN $20,000 PER YEAR AND ALLIED HEALTHCARE PROFESSIONALS EARNING LESS THAN $10,000 PER YEAR. DATA FOR UNIVERSITY AND GOVERNMENT AFFILIATED GROUPS ARE EXCLUDED FROM THIS TABLE.

Source: Medical Group Management Association member groups.

Table 17: Physician and Allied Healthcare Professional Compensation to Production (Ancillary Services Technical Charges Not Included) Ratios by Specialty and Production Category for All Group Types

SPECIALTY	PRODUCTION (ANCILLARY SERVICES TECH. CHARGES NOT INCLUDED) CATEGORY							
	$200,000 OR LESS		$200,001 TO $300,000		$300,001 TO $500,000		$500,001 OR MORE	
	NUMBER OF INDIVIDUAL RESPONSES	COMPENSATION TO PRODUCTION (ANCIL. SERV. TECH. CHARGES NOT INCL.) RATIOS MEDIAN	NUMBER OF INDIVIDUAL RESPONSES	COMPENSATION TO PRODUCTION (ANCIL. SERV. TECH. CHARGES NOT INCL.) RATIOS MEDIAN	NUMBER OF INDIVIDUAL RESPONSES	COMPENSATION TO PRODUCTION (ANCIL. SERV. TECH. CHARGES NOT INCL.) RATIOS MEDIAN	NUMBER OF INDIVIDUAL RESPONSES	COMPENSATION TO PRODUCTION (ANCIL. SERV. TECH. CHARGES NOT INCL.) RATIOS MEDIAN
ALLERGY/IMMUNOLOGY	10	.493	10	.362	40	.393	11	.330
ANESTHESIOLOGY	24	.820	47	.594	86	.492	86	.340
CARDIOLOGY: INVASIVE	2	*	14	.515	67	.402	116	.386
CARDIOLOGY: NONINVASIVE	4	*	19	.439	30	.416	44	.398
CRITICAL CARE	3	*	4	*	6	*	*	*
DENTISTRY	3	*	4	*	3	*	*	*
DERMATOLOGY	8	*	27	.390	68	.365	28	.374
EMERGENCY MEDICINE	38	.654	50	.430	41	.318	6	*
ENDOCRINOLOGY/METABOLISM	17	.538	31	.432	19	.396	1	*
FAMILY PRACTICE	384	.499	587	.397	227	.352	25	.338
GASTROENTEROLOGY	6	*	20	.366	74	.375	86	.350
GERIATRICS	2	*	2	*	1	*	*	*
GYNECOLOGY	9	*	8	*	16	.378	1	*
HEMATOLOGY/ONCOLOGY	27	.589	52	.437	72	.371	28	.385
INFECTIOUS DISEASE	11	.569	11	.454	8	*	1	*
INTERNAL MEDICINE	258	.515	446	.416	210	.371	36	.331
NEONATAL/PERINATAL MEDICINE	4	*	8	*	15	.446	5	*
NEPHROLOGY	16	.558	19	.417	28	.402	27	.421
NEUROLOGY	27	.563	55	.451	77	.397	23	.362
NUCLEAR MEDICINE	*	*	3	*	11	.601	1	*
OBSTETRICS/GYNECOLOGY	19	.507	32	.440	211	.346	258	.343
OCCUPATIONAL MEDICINE	13	.500	12	.408	13	.312	*	*
OPHTHALMOLOGY	19	.582	33	.406	86	.346	130	.325
OTORHINOLARYNGOLOGY	3	*	17	.415	57	.369	57	.347
PATHOLOGY	1	*	17	.846	28	.380	27	.314
PEDIATRICS	184	.462	263	.384	145	.402	9	*
PEDIATRIC CARDIOLOGY	*	*	2	*	2	*	3	*
PEDIATRIC ENDOCRINOLOGY	1	*	*	*	*	*	*	*
PHYSICAL MEDICINE	4	*	8	*	12	.301	3	*
PSYCHIATRY	58	.705	43	.472	20	.395	2	*
PULMONARY DISEASE	11	.487	34	.418	61	.393	14	.421
RADIATION ONCOLOGY	2	*	1	*	14	.471	10	.393
RADIOLOGY	9	*	18	.671	79	.625	135	.334
RHEUMATOLOGY	23	.526	30	.424	21	.375	2	*
SURGERY: CARDIOVASCULAR	3	*	1	*	4	*	65	.361
SURGERY: COLON AND RECTAL	*	*	1	*	4	*	5	*
SURGERY: GENERAL	22	.476	39	.374	183	.352	154	.345
SURGERY: HAND	*	*	1	*	4	*	3	*
SURGERY: NEUROLOGICAL	2	*	*	*	9	*	85	.420
SURGERY: ORAL	2	*	3	*	8	*	2	*
SURGERY: ORTHOPEDIC	6	*	16	.380	84	.393	271	.376
SURGERY: PLASTIC	1	*	3	*	9	*	29	.352
SURGERY: VASCULAR/THORACIC	3	*	4	*	27	.418	58	.341
UROLOGY	5	*	17	.426	69	.356	62	.374
OTHER PHYSICIAN SPECIALTIES	11	.543	4	*	11	.345	10	.370
AUDIOLOGIST	14	.495	1	*	*	*	*	*
CERT. REG. NURSE ANESTHETIST	11	*	2	*	1	*	*	*
DIETITIAN/NUTRITIONIST	2	*	*	*	*	*	*	*
MIDWIFE	3	*	*	*	*	*	*	*
NURSE PRACTITIONER	41	.390	4	*	*	*	*	*
OCCUPATIONAL THERAPIST	2	*	*	*	*	*	*	*
OPTOMETRIST	55	.471	8	*	4	*	*	*
PHARMACIST	2	*	*	*	3	*	*	*
PHYSICAL THERAPIST	34	.318	5	*	1	*	*	*
PHYSICIANS ASSISTANT	44	.294	6	*	*	*	*	*
PODIATRIST	6	*	13	.387	7	*	1	*
PSYCHOLOGIST	79	.481	10	.388	*	*	*	*
SOCIAL WORKER	61	.379	*	*	*	*	*	*
SPEECH THERAPIST	2	*	*	*	*	*	*	*
SURGEONS ASSISTANT	7	*	*	*	*	*	*	*
OTHER ALLIED SPECIALTIES	9	*	*	*	*	*	*	*

NOTES: AN ASTERISK INDICATES THAT DATA ARE SUPPRESSED WHEN THE NUMBER OF INDIVIDUAL RESPONSES IS LESS THAN 10 OR THE NUMBER OF GROUP RESPONSES IS LESS THAN 3. AN ASTERISK IN A COUNT COLUMN SHOULD BE INTERPRETED AS A ZERO. EXCLUDED FROM THIS TABLE ARE DATA FOR PHYSICIANS EARNING LESS THAN $20,000 PER YEAR AND ALLIED HEALTHCARE PROFESSIONALS EARNING LESS THAN $10,000 PER YEAR. DATA FOR UNIVERSITY AND GOVERNMENT AFFILIATED GROUPS ARE EXCLUDED FROM THIS TABLE.

Source: Medical Group Management Association member groups.

Table 18: Physician and Allied Healthcare Professional Compensation to Production (Ancillary Services Technical Charges Not Included) Ratios by Specialty and Group Type for All Group Types

SPECIALTY	GROUP TYPE						ALL GROUP TYPES		
	SINGLE SPECIALTY			MULTISPECIALTY			NUMBER OF INDIVIDUAL RESPONSES	NUMBER OF GROUP RESPONSES	COMPENSATION TO PRODUCTION (ANCIL. SERV. TECH. CHARGES NOT INCL.) RATIOS
	NUMBER OF INDIVIDUAL RESPONSES	NUMBER OF GROUP RESPONSES	COMPENSATION TO PRODUCTION (ANCIL. SERV. TECH. CHARGES NOT INCL.) RATIOS	NUMBER OF INDIVIDUAL RESPONSES	NUMBER OF GROUP RESPONSES	COMPENSATION TO PRODUCTION (ANCIL. SERV. TECH. CHARGES NOT INCL.) RATIOS			MEDIAN
			MEDIAN			MEDIAN			
ALLERGY/IMMUNOLOGY	12	3	.397	59	45	.395	71	48	.395
ANESTHESIOLOGY	141	10	.533	102	26	.383	243	36	.491
CARDIOLOGY: INVASIVE	55	15	.490	144	46	.379	199	61	.400
CARDIOLOGY: NONINVASIVE	15	8	.574	82	46	.403	97	54	.408
CRITICAL CARE	*	*	*	13	7	.472	13	7	.472
DENTISTRY	*	*	*	10	4	.368	10	4	.368
DERMATOLOGY	11	5	.367	120	66	.374	131	71	.374
EMERGENCY MEDICINE	14	1	*	121	29	.420	135	30	.424
ENDOCRINOLOGY/METABOLISM	7	3	*	61	36	.443	68	39	.429
FAMILY PRACTICE	97	21	.367	1,126	130	.427	1,223	151	.423
GASTROENTEROLOGY	11	4	.554	175	82	.365	186	86	.370
GERIATRICS	*	*	*	5	5	*	5	5	*
GYNECOLOGY	10	4	.359	24	15	.387	34	19	.382
HEMATOLOGY/ONCOLOGY	31	9	.479	148	71	.403	179	80	.412
INFECTIOUS DISEASE	1	1	*	30	23	.472	31	24	.459
INTERNAL MEDICINE	75	17	.398	875	138	.423	950	155	.422
NEONATAL/PERINATAL MEDICINE	14	3	.594	18	6	.372	32	9	.478
NEPHROLOGY	33	4	.444	57	30	.416	90	34	.419
NEUROLOGY	45	10	.461	137	59	.400	182	69	.406
NUCLEAR MEDICINE	11	6	.609	4	4	*	15	10	.601
OBSTETRICS/GYNECOLOGY	105	24	.362	415	106	.347	520	130	.350
OCCUPATIONAL MEDICINE	0	*	*	38	20	.446	38	20	.446
OPHTHALMOLOGY	87	23	.347	181	71	.354	268	94	.353
OTORHINOLARYNGOLOGY	16	5	.374	118	58	.366	134	63	.368
PATHOLOGY	28	4	.846	45	15	.328	73	19	.378
PEDIATRICS	38	11	.402	563	117	.407	601	128	.407
PEDIATRIC CARDIOLOGY	0	*	*	7	3	*	7	3	*
PEDIATRIC ENDOCRINOLOGY	*	*	*	1	1	*	1	1	*
PHYSICAL MEDICINE	0	*	*	27	11	.401	27	11	.401
PSYCHIATRY	8	2	*	115	40	.511	123	42	.508
PULMONARY DISEASE	9	3	*	111	61	.412	120	64	.413
RADIATION ONCOLOGY	13	5	.568	14	10	.406	27	15	.443
RADIOLOGY	125	13	.590	116	40	.325	241	53	.445
RHEUMATOLOGY	1	1	*	75	44	.414	76	45	.418
SURGERY: CARDIOVASCULAR	13	3	.375	60	23	.365	73	26	.367
SURGERY: COLON AND RECTAL	4	3	*	6	5	*	10	8	.336
SURGERY: GENERAL	62	15	.424	336	123	.345	398	138	.355
SURGERY: HAND	2	2	*	6	5	*	8	7	*
SURGERY: NEUROLOGICAL	53	10	.509	43	24	.357	96	34	.397
SURGERY: ORAL	5	1	*	10	5	.357	15	6	.350
SURGERY: ORTHOPEDIC	147	30	.420	230	84	.364	377	114	.379
SURGERY: PLASTIC	11	4	.352	31	19	.343	42	23	.346
SURGERY: VASCULAR/THORACIC	21	7	.442	71	35	.363	92	42	.377
UROLOGY	11	3	.532	142	75	.358	153	78	.371
OTHER PHYSICIAN SPECIALTIES	1	1	*	35	16	.392	36	17	.404
AUDIOLOGIST	1	1	*	14	10	.459	15	11	.490
CERT. REG. NURSE ANESTHETIST	11	1	*	3	2	*	14	3	.220
DIETITIAN/NUTRITIONIST	*	*	*	2	2	*	2	2	*
MIDWIFE	0	*	*	3	3	*	3	3	*
NURSE PRACTITIONER	4	3	*	41	17	.382	45	20	.382
OCCUPATIONAL THERAPIST	0	*	*	2	2	*	2	2	*
OPTOMETRIST	10	6	.834	57	24	.401	67	30	.411
PHARMACIST	*	*	*	5	3	*	5	3	*
PHYSICAL THERAPIST	1	1	*	39	16	.315	40	17	.307
PHYSICIANS ASSISTANT	5	3	*	45	20	.285	50	23	.283
PODIATRIST	1	1	*	26	21	.376	27	22	.387
PSYCHOLOGIST	5	3	*	84	29	.467	89	32	.468
SOCIAL WORKER	4	1	*	57	11	.377	61	12	.379
SPEECH THERAPIST	0	*	*	2	1	*	2	1	*
SURGEONS ASSISTANT	1	1	*	6	2	*	7	3	*
OTHER ALLIED SPECIALTIES	0	*	*	9	4	*	9	4	*

NOTES: AN ASTERISK INDICATES THAT DATA ARE SUPPRESSED WHEN THE NUMBER OF INDIVIDUAL RESPONSES IS LESS THAN 10 OR THE NUMBER OF GROUP RESPONSES IS LESS THAN 3. AN ASTERISK IN A COUNT COLUMN SHOULD BE INTERPRETED AS A ZERO. EXCLUDED FROM THIS TABLE ARE DATA FOR PHYSICIANS EARNING LESS THAN $20,000 PER YEAR AND ALLIED HEALTHCARE PROFESSIONALS EARNING LESS THAN $10,000 PER YEAR. DATA FOR UNIVERSITY AND GOVERNMENT AFFILIATED GROUPS ARE EXCLUDED FROM THIS TABLE.

Source: Medical Group Management Association member groups.

Table 19: Physician and Allied Healthcare Professional Compensation to Production (Ancillary Services Technical Charges Not Included) Ratios by Specialty and Number of FTE Physicians for Multispecialty Groups Only

SPECIALTY	NUMBER OF FTE PHYSICIANS							
	10 FTE OR LESS		11 TO 25 FTE		26 TO 50 FTE		51 FTE OR MORE	
	NUMBER OF INDIVIDUAL RESPONSES	COMPENSATION TO PRODUCTION (ANCIL. SERV. TECH. CHARGES NOT INCL.) RATIOS	NUMBER OF INDIVIDUAL RESPONSES	COMPENSATION TO PRODUCTION (ANCIL. SERV. TECH. CHARGES NOT INCL.) RATIOS	NUMBER OF INDIVIDUAL RESPONSES	COMPENSATION TO PRODUCTION (ANCIL. SERV. TECH. CHARGES NOT INCL.) RATIOS	NUMBER OF INDIVIDUAL RESPONSES	COMPENSATION TO PRODUCTION (ANCIL. SERV. TECH. CHARGES NOT INCL.) RATIOS
		MEDIAN		MEDIAN		MEDIAN		MEDIAN
ALLERGY/IMMUNOLOGY	3	*	4	*	12	.480	40	.372
ANESTHESIOLOGY	1	*	6	*	7	*	88	.388
CARDIOLOGY: INVASIVE	7	*	16	.413	23	.454	98	.365
CARDIOLOGY: NONINVASIVE	5	*	8	*	15	.395	54	.408
CRITICAL CARE	*	*	0	*	2	*	11	.463
DENTISTRY	*	*	0	*	3	*	7	*
DERMATOLOGY	1	*	8	*	25	.358	86	.377
EMERGENCY MEDICINE	0	*	6	*	16	.408	99	.426
ENDOCRINOLOGY/METABOLISM	1	*	6	*	11	.452	43	.443
FAMILY PRACTICE	72	.345	157	.404	227	.387	670	.449
GASTROENTEROLOGY	9	*	27	.371	31	.413	108	.354
GERIATRICS	1	*	1	*	0	*	3	*
GYNECOLOGY	0	*	4	*	5	*	15	.415
HEMATOLOGY/ONCOLOGY	7	*	14	.398	30	.405	97	.403
INFECTIOUS DISEASE	2	*	2	*	3	*	23	.490
INTERNAL MEDICINE	51	.388	158	.428	228	.423	438	.426
NEONATAL/PERINATAL MEDICINE	*	*	0	*	0	*	18	.372
NEPHROLOGY	1	*	0	*	15	.402	41	.416
NEUROLOGY	7	*	9	*	17	.394	104	.400
NUCLEAR MEDICINE	0	*	*	*	1	*	3	*
OBSTETRICS/GYNECOLOGY	13	.280	63	.370	97	.359	242	.344
OCCUPATIONAL MEDICINE	1	*	1	*	8	*	28	.421
OPHTHALMOLOGY	3	*	15	.460	34	.393	129	.345
OTORHINOLARYNGOLOGY	1	*	12	.382	23	.430	82	.352
PATHOLOGY	*	*	1	*	6	*	38	.325
PEDIATRICS	27	.346	83	.419	117	.387	336	.411
PEDIATRIC CARDIOLOGY	*	*	0	*	*	*	7	*
PEDIATRIC ENDOCRINOLOGY	*	*	0	*	*	*	1	*
PHYSICAL MEDICINE	*	*	0	*	1	*	26	.388
PSYCHIATRY	*	*	4	*	11	.591	100	.511
PULMONARY DISEASE	13	.412	12	.373	21	.508	65	.395
RADIATION ONCOLOGY	0	*	*	*	3	*	11	.399
RADIOLOGY	5	*	11	.459	22	.371	78	.317
RHEUMATOLOGY	4	*	4	*	12	.387	55	.439
SURGERY: CARDIOVASCULAR	10	*	8	*	4	*	38	.322
SURGERY: COLON AND RECTAL	1	*	1	*	0	*	4	*
SURGERY: GENERAL	24	.317	61	.363	72	.358	179	.339
SURGERY: HAND	*	*	1	*	1	*	4	*
SURGERY: NEUROLOGICAL	3	*	3	*	2	*	35	.364
SURGERY: ORAL	*	*	*	*	2	*	8	*
SURGERY: ORTHOPEDIC	6	*	27	.439	42	.371	155	.353
SURGERY: PLASTIC	0	*	1	*	3	*	27	.370
SURGERY: VASCULAR/THORACIC	10	*	9	*	16	.431	36	.352
UROLOGY	3	*	14	.382	28	.402	97	.354
OTHER PHYSICIAN SPECIALTIES	1	*	3	*	6	*	25	.392
AUDIOLOGIST	*	*	*	*	1	*	13	.428
CERT. REG. NURSE ANESTHETIST	*	*	2	*	1	*	*	*
DIETITIAN/NUTRITIONIST	*	*	1	*	1	*	0	*
MIDWIFE	*	*	*	*	1	*	2	*
NURSE PRACTITIONER	5	*	3	*	5	*	28	.360
OCCUPATIONAL THERAPIST	*	*	*	*	*	*	2	*
OPTOMETRIST	*	*	4	*	6	*	47	.401
PHARMACIST	1	*	*	*	0	*	4	*
PHYSICAL THERAPIST	3	*	5	*	7	*	24	.316
PHYSICIANS ASSISTANT	1	*	6	*	19	.242	19	.323
PODIATRIST	1	*	4	*	5	*	16	.340
PSYCHOLOGIST	1	*	3	*	9	*	71	.459
SOCIAL WORKER	0	*	1	*	8	*	48	.389
SPEECH THERAPIST	*	*	*	*	*	*	2	*
SURGEONS ASSISTANT	*	*	*	*	*	*	6	*
OTHER ALLIED SPECIALTIES	*	*	*	*	1	*	8	*

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Source: Medical Group Management Association member groups.

Table 20: Physician and Allied Healthcare Professional Compensation to Production (Ancillary Services Technical Charges Not Included) Ratios by Specialty and Group Managed Care Revenue Percent of Total Net Revenue for All Group Types

SPECIALTY	GROUP MANAGED CARE REVENUE PERCENT OF TOTAL NET REVENUE							
	NO MANAGED CARE		10% OR LESS		11% TO 50%		51% TO 100%	
	NUMBER OF INDIVIDUAL RESPONSES	COMPENSATION TO PRODUCTION (ANCIL. SERV. TECH. CHARGES NOT INCL.) RATIOS	NUMBER OF INDIVIDUAL RESPONSES	COMPENSATION TO PRODUCTION (ANCIL. SERV. TECH. CHARGES NOT INCL.) RATIOS	NUMBER OF INDIVIDUAL RESPONSES	COMPENSATION TO PRODUCTION (ANCIL. SERV. TECH. CHARGES NOT INCL.) RATIOS	NUMBER OF INDIVIDUAL RESPONSES	COMPENSATION TO PRODUCTION (ANCIL. SERV. TECH. CHARGES NOT INCL.) RATIOS
		MEDIAN		MEDIAN		MEDIAN		MEDIAN
ALLERGY/IMMUNOLOGY	6	*	16	.383	39	.405	7	*
ANESTHESIOLOGY	26	.355	44	.340	168	.518	5	*
CARDIOLOGY: INVASIVE	19	.406	67	.422	105	.391	8	*
CARDIOLOGY: NONINVASIVE	8	*	26	.464	49	.395	9	*
CRITICAL CARE	*	*	2	*	9	*	*	*
DENTISTRY	*	*	2	*	8	*	*	*
DERMATOLOGY	14	.457	34	.377	64	.375	15	.343
EMERGENCY MEDICINE	10	.450	13	.471	101	.421	11	.369
ENDOCRINOLOGY/METABOLISM	6	*	12	.466	44	.418	5	*
FAMILY PRACTICE	113	.450	339	.452	582	.416	162	.380
GASTROENTEROLOGY	19	.413	45	.379	105	.369	15	.255
GERIATRICS	1	*	2	*	2	*	0	*
GYNECOLOGY	4	*	8	*	14	.382	8	*
HEMATOLOGY/ONCOLOGY	23	.530	58	.436	85	.399	12	.390
INFECTIOUS DISEASE	1	*	7	*	19	.454	4	*
INTERNAL MEDICINE	84	.468	221	.449	433	.416	188	.396
NEONATAL/PERINATAL MEDICINE	7	*	9	*	16	.411	*	*
NEPHROLOGY	15	.570	47	.421	26	.378	2	*
NEUROLOGY	13	.481	73	.457	79	.397	16	.395
NUCLEAR MEDICINE	4	*	2	*	8	*	1	*
OBSTETRICS/GYNECOLOGY	89	.363	102	.352	240	.350	79	.310
OCCUPATIONAL MEDICINE	3	*	0	*	21	.367	13	.495
OPHTHALMOLOGY	32	.418	91	.352	122	.334	19	.314
OTORHINOLARYNGOLOGY	16	.430	34	.374	61	.343	10	.362
PATHOLOGY	5	*	36	.714	32	.363	0	*
PEDIATRICS	59	.413	117	.419	268	.407	139	.384
PEDIATRIC CARDIOLOGY	*	*	3	*	4	*	*	*
PEDIATRIC ENDOCRINOLOGY	*	*	0	*	1	*	*	*
PHYSICAL MEDICINE	1	*	7	*	17	.295	2	*
PSYCHIATRY	3	*	34	.489	64	.484	19	.703
PULMONARY DISEASE	29	.431	25	.463	60	.389	6	*
RADIATION ONCOLOGY	1	*	14	.600	12	.342	0	*
RADIOLOGY	14	.625	114	.482	107	.408	6	*
RHEUMATOLOGY	6	*	14	.439	49	.410	7	*
SURGERY: CARDIOVASCULAR	9	*	27	.437	33	.335	4	*
SURGERY: COLON AND RECTAL	0	*	5	*	5	*	*	*
SURGERY: GENERAL	48	.361	127	.358	194	.350	25	.353
SURGERY: HAND	2	*	3	*	3	*	*	*
SURGERY: NEUROLOGICAL	9	*	53	.434	33	.351	1	*
SURGERY: ORAL	0	*	8	*	7	*	*	*
SURGERY: ORTHOPEDIC	59	.436	114	.399	182	.368	19	.356
SURGERY: PLASTIC	1	*	10	.312	29	.352	2	*
SURGERY: VASCULAR/THORACIC	19	.387	37	.418	31	.335	5	*
UROLOGY	18	.395	47	.388	73	.358	12	.327
OTHER PHYSICIAN SPECIALTIES	0	*	13	.363	21	.458	2	*
AUDIOLOGIST	1	*	6	*	5	*	3	*
CERT. REG. NURSE ANESTHETIST	0	*	3	*	11	*	*	*
DIETITIAN/NUTRITIONIST	*	*	0	*	2	*	0	*
MIDWIFE	*	*	1	*	2	*	0	*
NURSE PRACTITIONER	2	*	6	*	7	*	29	.377
OCCUPATIONAL THERAPIST	0	*	0	*	0	*	2	*
OPTOMETRIST	6	*	13	.600	17	.401	27	.344
PHARMACIST	0	*	1	*	3	*	1	*
PHYSICAL THERAPIST	7	*	2	*	12	.337	19	.298
PHYSICIANS ASSISTANT	5	*	5	*	15	.309	20	.245
PODIATRIST	3	*	6	*	13	.342	5	*
PSYCHOLOGIST	2	*	17	.511	39	.458	27	.446
SOCIAL WORKER	0	*	3	*	17	.424	39	.368
SPEECH THERAPIST	*	*	0	*	*	*	2	*
SURGEONS ASSISTANT	*	*	0	*	5	*	2	*
OTHER ALLIED SPECIALTIES	*	*	0	*	9	*	0	*

NOTES: AN ASTERISK INDICATES THAT DATA ARE SUPPRESSED WHEN THE NUMBER OF INDIVIDUAL RESPONSES IS LESS THAN 10 OR THE NUMBER OF GROUP RESPONSES IS LESS THAN 3. AN ASTERISK IN A COUNT COLUMN SHOULD BE INTERPRETED AS A ZERO. EXCLUDED FROM THIS TABLE ARE DATA FOR PHYSICIANS EARNING LESS THAN $20,000 PER YEAR AND ALLIED HEALTHCARE PROFESSIONALS EARNING LESS THAN $10,000 PER YEAR. DATA FOR UNIVERSITY AND GOVERNMENT AFFILIATED GROUPS ARE EXCLUDED FROM THIS TABLE.

Source: Medical Group Management Association member groups.

1990 Physician Production and Compensation Survey Based on 1989 Data

PART VI: COMMENTS

PART VII: SUGGESTIONS

THANK YOU FOR YOUR TIME AND EFFORT IN COMPLETING THIS SURVEY.

Sincerely,

MGMA Financial Management Committee
and MGMA/CRAHCA Staff

PART VIII: *1990 PHYSICIAN COMPENSATION SURVEY REPORT* MAILING LIST

This part of the questionnaire provides information needed to properly distribute the *1990 Physician Compensation Survey Report*. One complimentary copy of the *1990 Physician Compensation Survey Report* will be provided to the individual identified below. MGMA members who do not participate in this survey can purchase a copy of the *1990 Physician Compensation Survey Report* for $125.00.

All survey data are confidential. A copy of the MGMA/CRAHCA policy regarding confidentiality of survey data is enclosed.

THIS SPACE RESERVED FOR MAILING LABEL

If the mailing label above is incorrect, please make changes below.

Name of Respondent: _____ MGMA Member Number: _____

Title/Position: _____

Name of Medical Group: _____

Address: _____

City: _____ State/Province: _____ Zip/PC: _____

Medical Group Management Association

1990 Physician Production and Compensation Survey

Based on 1989 Data

Directions

1. Physician Production and Compensation Survey definitions are found in PART I of this questionnaire. Please refer to these definitions before completing your questionnaire.
2. All data reported should be for calendar year 1989 or your group's most recently completed fiscal year. **Please do not report data for periods other than 12 months.**
3. If you have a question on how to complete your survey questionnaire, call Dave Gans or Jim Margolis at MGMA, telephone (303) 753-1111, or the Financial Management Committee member in your MGMA Section. See page 56 of the *1990 MGMA Directory* for names and telephone numbers of committee members.
4. The data reported in this questionnaire will be used to compile two separate reports, the production survey portion of the MGMA *1990 Cost and Production Survey Report* and the MGMA *1990 Physician Compensation Survey Report*. One complimentary copy of the MGMA *1990 Physician Compensation Survey Report* will be provided to the individual identified in PART VIII of this questionnaire. In order for all MGMA members in your group to receive the MGMA *1990 Cost and Production Survey Report*, you must complete a questionnaire for each MGMA member. MGMA members who do not participate in the survey can purchase a copy of the MGMA *1990 Cost and Production Survey Report* for $55.00 and/or a copy of the MGMA *1990 Physician Compensation Survey Report* for $125.00.
5. Please return your completed questionnaire no later than March 30, 1990 to: MGMA, 1355 South Colorado Blvd., Suite 900, Denver, CO 80222-3912, Attention: Survey. A pre-addressed return envelope is provided for your convenience. Please be sure to keep a photocopy of your completed questionnaire for future reference.
6. All survey data are confidential. A copy of the MGMA/CRAHCA policy regarding confidentiality of survey data is enclosed.

Please complete and return no later than March 30, 1990.

Copyright 1990. All rights reserved. Medical Group Management Association, 1355 South Colorado Blvd., Suite 900, Denver, Colorado 80222, (303) 753-1111. Development of this questionnaire and analysis of physician compensation data are supported by a grant from Cejka & Company, St. Louis, Missouri, a national consulting firm specializing in physician compensation and healthcare recruiting.

Medical Group Management Association

1990 Physician Production and Compensation Survey Based on 1989 Data

PART I: DEFINITIONS

A The information reported by your medical group should represent the production of only **full-time** group physicians and allied healthcare professionals. A full-time physician or allied healthcare professional is one who works a minimum of a 40-hour week (including patient care in clinic or hospital, hospital rounds, on call, and administrative duties). Data of regular part-time staff or staff not completing a full year of employment should not be reported. Report data for all physicians, such as shareholder/partners, associates on salary, employed physicians, contract physicians, locum tenans, etc., as long as they meet the full-time criteria.

B If there are more full-time physicians and allied healthcare professionals in the group than the 30 spaces available on the questionnaire, please photocopy PART II of the questionnaire found on pages 4 and 5 and use the photocopy(ies) to report all the remaining physicians.

C Definitions for each numbered column on the questionnaire are as follows:

1 Columns 1 and 16 (no title). The numbers in these columns help respondents align their answers in columns 3 through 15.

2 Column 2 (ID). This column is reserved for CRAHCA's use to code data.

3 Column 3 (COMPENSATION). For each physician and allied healthcare professional, report the gross dollar amount paid by the medical group in fiscal/calendar year 1989, such as taxable salary, bonuses, incentive payments, research stipends, honoraria, and taxed profit sharing distributions, etc. Do not include the dollar value of fringe benefits paid by the medical group such as retirement plan contributions, life and health insurance, automobile, or any employer contributions to a 401K or Keogh Plan.

4 Column 4 (SPECIALTY). State the specialty of each physician and allied healthcare professional. Please use the numeric code for the specialties listed in PART III, SPECIALTIES USED IN THIS SURVEY. If a physician practices in more than one specialty, please record the specialty where he or she spends the most time.

5 Column 5 (YEARS IN SPECIALTY). Report the number of years each physician and allied healthcare professional has practiced in the specialty stated in column 4.

6 Column 6 (YEAR OF BIRTH). Report year of birth.

7 Column 7 (GENDER). Report gender.

8 Column 8 (SHAREHOLDER/PARTNER). Indicate for each physician and allied healthcare professional if he or she is a shareholder or partner in the medical group.

9 Column 9 (PRODUCTION). Report the **total gross patient charges** (gross fee-for-service charges and inhouse equivalent gross fee-for-service charges for prepaid plan patients) attributed to ambulatory care, inpatient care, and other professional services of each physician and allied healthcare professional in the medical group. Gross patient charges are the full dollar value, at the group's established rates, of services provided to patients, before reduction by charitable adjustments, professional courtesy adjustments, contractual adjustments, employee discounts, and bad debts, etc. Do not include the charges associated with the sale of hearing aids, eyeglasses, contact lenses, etc.

EXAMPLE OF HOW TO COMPLETE PART II

A medical group has five physicians (three general internists, one gastroenterologist, and one noninvasive cardiologist). The medical group does not include ancillary services technical charges when reporting production. The group does not utilize physician extenders. Three of the five physicians provide care the HMO patients. This medical group would complete PART II, 1989 INDIVIDUAL COMPENSATION AND PRODUCTION DATA, as shown below.

1	2 ID (CRAHCA use only)	3 COMPENSATION	4 SPECIALTY (see listing below)	5 YEARS IN SPECIALTY	6 YEAR OF BIRTH	7 GENDER	8 SHAREHOLDER/ PARTNER	9 PRODUCTION (gross patient charges)
1		$ 180,000	17	16	1943	(M) F	(Y) N	$ 250,000
2		$ 174,500	17	14	1944	(M) F	(Y) N	$ 348,000
3		$ 181,000	17	10	1950	(M) F	(Y) N	$ 363,000
4		$ 224,000	4	10	1949	(M) F	(Y) N	$ 410,000
5		$ 170,000	11	5	1956	(M) F	(Y) N	$ 391,500

Medical Group Management Association

1990 Physician Production and Compensation Survey Based on 1989 Data

PART I: DEFINITIONS (Continued)

10 Column 10 (ANCILLARY SERVICES TECHNICAL CHARGES INCLUDED IN PRODUCTION). Gross patient charges recorded for ancillary services such as diagnostic radiology and laboratory have two components: the physician's **professional interpretation charge** and the **technical charge** for the operation and use of the ancillary service equipment. If reported production does not include the technical charge, answer No. If reported production does include the technical charge, answer Yes. If possible, please **exclude** ancillary services technical charges from production.

11 Column 11 (ESTIMATED PERCENTAGE OF PRODUCTION ATTRIBUTED TO MANAGED CARE). State for each physician and allied healthcare professional what percentage of production (reported in column 9) is provided to managed care patients. Managed care patients can belong to Health Maintenance Organizations (both for capitated/prepaid or discounted fee-for-service contracts) or to Preferred Provider Organizations.

Column 12 (PHYSICIAN EXTENDERS INCLUDED IN PRODUCTION). State if production includes production attributed to a physician extender (e.g., nurse practitioner, physician's assistant, surgeon's assistant, Certified Registered Nurse Anesthetist, etc.) working under a physician's direct supervision. If possible, do not include physician extender production in physician production.

13 Column 13 (AMBULATORY ENCOUNTERS). Report the total number of ambulatory encounters during 1989. An encounter should be counted for each identifiable contact between a patient and a group healthcare professional where advice, a procedure, service, or treatment is provided. For purposes of this report, laboratory and radiology visits are excluded from encounters. An encounter can occur in the medical group's clinical facilities, or in a patient's residence, an ambulatory care center, an emergency room, a long term care facility, etc. Do not report hospital inpatient admissions, hospital rounds, or other care provided to inpatients. Do not report the number of procedures since a single encounter can generate multiple procedures.

14 Column 14 (HOSPITAL ADMISSIONS). Report the total number of hospital admissions during 1989. An admission should be counted whenever a patient is formally accepted by a hospital or similar inpatient health care facility. The count should include all repeat admissions of the same patient.

15 Column 15 (AMBULATORY SURGERY ADMISSIONS). Report the total number of admissions to a **licensed ambulatory surgical facility** during 1989. The ambulatory surgical facility can be medical group owned or it can be owned and operated by some other organization. The count should include all repeat admissions of the same patient.

EXAMPLE OF HOW TO COMPLETE PART II (Continued)

10 ANCILLARY SERVICES TECHNICAL CHARGES INCLUDED IN PRODUCTION	11 ESTIMATED PERCENTAGE OF PRODUCTION ATTRIBUTED TO MANAGED CARE (HMO, PPO, etc.)	12 PHYSICIAN EXTENDERS INCLUDED IN PRODUCTION	13 AMBULATORY ENCOUNTERS	14 HOSPITAL ADMISSIONS	15 AMBULATORY SURGERY ADMISSIONS	16
Y (N)	0 %	Y (N)	2845	120	0	1
Y (N)	40 %	Y (N)	3425	97	0	2
Y (N)	15 %	Y (N)	3350	141	0	3
Y (N)	15 %	Y (N)	3015	186	0	4
Y (N)	0 %	Y (N)	2700	88	160	5

Medical Group Management Association

1990 Physician Production and Compensation Survey Based on 1989 Data

PART II: 1989 INDIVIDUAL COMPENSATION AND PRODUCTION DATA

1	2 ID (CRACHA use only)	3 COMPENSATION	4 SPECIALTY (see listing below)	5 YEARS IN SPECIALTY	6 YEAR OF BIRTH	7 GENDER	8 SHAREHOLDER/ PARTNER	9 PRODUCTION (gross patient charges)
1		$				M F	Y N	$
2		$				M F	Y N	$
3		$				M F	Y N	$
4		$				M F	Y N	$
5		$				M F	Y N	$
6		$				M F	Y N	$
7		$				M F	Y N	$
8		$				M F	Y N	$
9		$				M F	Y N	$
10		$				M F	Y N	$
11		$				M F	Y N	$
12		$				M F	Y N	$
13		$				M F	Y N	$
14		$				M F	Y N	$
15		$				M F	Y N	$
16		$				M F	Y N	$
17		$				M F	Y N	$
18		$				M F	Y N	$
19		$				M F	Y N	$
20		$				M F	Y N	$
21		$				M F	Y N	$
22		$				M F	Y N	$
23		$				M F	Y N	$
24		$				M F	Y N	$
25		$				M F	Y N	$
26		$				M F	Y N	$
27		$				M F	Y N	$
28		$				M F	Y N	$
29		$				M F	Y N	$
30		$				M F	Y N	$

If your medical group has more than 30 physicians and allied healthcare professionals, please photocopy pages 4 and 5 and use the photocopied sets to report all the remaining physicians.
Please read the definitions in PART I before completing questionnaire.

PART III: SPECIALTIES USED IN THIS SURVEY

When completing column 4, please use the following numeric codes to report the specialty of physicians and allied healthcare professionals who are full-time members/employees of your medical group. If the specialty you would like to report is not listed, either choose the specialty closest to your preference, or use number 49 or 65, Other.

A. Physician Specialties

1	Allergy/Immunology	7	Dermatology	13	Geriatrics
2	Anesthesiology	8	Emergency Medicine	14	Gynecology (only)
3	Cardiology, Invasive	9	Endocrinology/Metabolism	15	Hematology/Oncology
4	Cardiology, Noninvasive	10	Family Practice	16	Infectious Disease
5	Critical Care	11	Gastroenterology	17	Internal Medicine
6	Dentistry	12	General Medicine	18	Neonatal/Perinatal Medicine
				19	Nephrology

Medical Group Management Association

1990 Physician Production and Compensation Survey Based on 1989 Data

PART II: 1989 INDIVIDUAL COMPENSATION AND PRODUCTION DATA (Continued)

10 ANCILLARY SERVICES TECHNICAL CHARGES INCLUDED IN PRODUCTION	11 ESTIMATED PERCENTAGE OF PRODUCTION ATTRIBUTED TO MANAGED CARE (HMO, PPO, etc.)	12 PHYSICIAN EXTENDERS INCLUDED IN PRODUCTION	13 AMBULATORY ENCOUNTERS	14 HOSPITAL ADMISSIONS	15 AMBULATORY SURGERY ADMISSIONS	16
Y N	%	Y N				1
Y N	%	Y N				2
Y N	%	Y N				3
Y N	%	Y N				4
Y N	%	Y N				5
Y N	%	Y N				6
Y N	%	Y N				7
Y N	%	Y N				8
Y N	%	Y N				9
Y N	%	Y N				10
Y N	%	Y N				11
Y N	%	Y N				12
Y N	%	Y N				13
Y N	%	Y N				14
Y N	%	Y N				15
Y N	%	Y N				16
Y N	%	Y N				17
Y N	%	Y N				18
Y N	%	Y N				19
Y N	%	Y N				20
Y N	%	Y N				21
Y N	%	Y N				22
Y N	%	Y N				23
Y N	%	Y N				24
Y N	%	Y N				25
Y N	%	Y N				26
Y N	%	Y N				27
Y N	%	Y N				28
Y N	%	Y N				29
Y N	%	Y N				30

PART III: SPECIALTIES USED IN THIS SURVEY (Continued)

A. Physician Specialties (Continued)

20	Neurology	30	Pediatric Hematology/Oncology	40	Surgery, Colon and Rectal
21	Nuclear Medicine	31	Pediatric Nephrology	41	Surgery, General
22	Obstetrics/Gynecology	32	Pediatric Psychiatry	42	Surgery, Hand
23	Occupational Medicine	33	Physical Medicine	43	Surgery, Neurological
24	Ophthalmology	34	Psychiatry	44	Surgery, Oral
25	Otorhinolaryngology	35	Pulmonary Disease	45	Surgery, Orthopedic
26	Pathology	36	Radiation Oncology	46	Surgery, Plastic
27	Pediatrics	37	Radiology, Diagnostic	47	Surgery, Vascular/Thoracic
28	Pediatric Cardiology	38	Rheumatology	48	Urology
29	Pediatric Endocrinology	39	Surgery, Cardiovascular	49	Other

B. Allied Healthcare Professionals

50	Audiologist	55	Occupational Therapist	60	Podiatrist
51	Certified Registered Nurse Anesthetist	56	Optometrist	61	Psychologist
52	Dietitian/Nutritionist	57	Pharmacist	62	Social Worker
53	Midwife	58	Physical Therapist	63	Speech Therapist
54	Nurse Practitioner	59	Physician's Assistant	64	Surgeon's Assistant
				65	Other

Medical Group Management Association

1990 Physician Production and Compensation Survey Based on 1989 Data

PART IV: DEMOGRAPHICS

What 12-month period do these survey data cover? (Please report data for calendar year 1989 or your group's most recently completed fiscal year.) **PLEASE DO NOT REPORT DATA FOR PERIODS OTHER THAN 12 MONTHS.**

1 _____ (month) 2 _____ (year) through 3 _____ (month) 4 _____ (year)

5 How many full-time-equivalent (FTE) physicians are in your medical group? _____ FTE physicians

To compute the number of FTE physicians in the group, add the number of full-time (1.0 FTE) physicians to the number of part-time physicians. Report the total FTE of **ALL** physicians practicing within the medical group, such as shareholders/partners, associates on salary, employed physicians, contract physicians, locum tenens, etc. The FTE of a part-time physician can be computed by comparing the time a physician spends working for the group practice to the time spent in a normal work week, e.g., a physician working in the clinic or in a hospital on behalf of the group for 20 hours compared to a normal 40-hour work week would be .5 FTE.

6 What is your group type?

1 _____ Single Specialty
2 _____ Multispecialty with primary care
3 _____ Multispecialty without primary care

7 If Question 6 is "Single Specialty," what specialty is your group? _____

8 What is the legal organization of your medical group? (Please mark only one answer.)

1 _____ Professional corporation/association
2 _____ Partnership
3 _____ Not-for-profit corporation/foundation
4 _____ Sole proprietorship
5 _____ Business corporation
6 _____ Other _____

9 What best describes your medical group's primary affiliation? (Please mark only one answer.)

1 _____ Freestanding
2 _____ Hospital
3 _____ University
4 _____ Government
5 _____ Other _____

10 Does your medical group derive revenue from managed care (HMO/PPO) contracts (either discounted fee-for-service or capitation payments)?

1 _____ Yes
2 _____ No

11 If Question 10 is "Yes," what percentage of your group's total net revenue is derived from managed care (HMO/PPO) contracts? _____ %

12 In what state or province is your medical group located? (Please use 2-letter postal code.) _____

13 What is the 5-digit zip/postal code of your primary clinic facility? _____

14 What best describes the location of your primary clinic facility? (Please mark only one of the following 7 options.)

Metropolitan area with a population greater than 500,000:
1 _____ Central city location
2 _____ Suburban location

Metropolitan area with a population between 100,000 and 500,000:
3 _____ Central city location
4 _____ Suburban location

Nonmetropolitan area:
5 _____ City of 50,000 to 99,999
6 _____ City of 20,000 to 49,999
7 _____ Rural (less than 20,000 population)

15 Has your medical group signed a participating agreement with Medicare? (Please mark only one answer.)

1 _____ Yes, for the entire medical group
2 _____ Yes, for some physicians, but not the entire medical group
3 _____ No

Medical Group Management Association

1990 Physician Production and Compensation Survey Based on 1989 Data

PART V: PHYSICIAN COMPENSATION METHODS

16 What best describes your medical group's overall physician compensation method? (Please mark only one answer.)

1 _____ 100% equal share
2 _____ Straight salary
3 _____ 50% or less productivity/remainder other means
4 _____ 51%-75% productivity/remainder other means
5 _____ 76%-99% productivity/remainder other means
6 _____ 100% productivity
7 _____ Other

17 Do you have plans to change your physician compensation method within the next year?

1 _____ Yes
2 _____ No

18 If Question 17 is "Yes," what changes will you make? (Please mark only one answer.)

1 _____ Increase the percentage based on production
2 _____ Decrease the percentage based on production
3 _____ Move to salary based system and off formula
4 _____ Other

19 In a group physician's first year of practice, what is the compensation method? (Please mark only one answer.)

1 _____ Straight salary
2 _____ Guarantee with discounted percentage of group formula
3 _____ Guarantee with same formula as rest of group
4 _____ Other _____

20 Within your medical group's overall physician compensation method, do you differentiate how physicians are compensated for services to managed care (HMO/PPO) patients versus services to fee-for-service patients?

1 _____ Yes
2 _____ No

21 If Question 20 is "Yes," what best describes the method of compensating physicians for services to managed care (HMO/PPO) patients? (Please mark only one answer.)

1 _____ Reduce compensation by a percentage in proportion to the managed care discount
2 _____ Capitation (established dollar amount per patient panel member per month)
3 _____ Combination of options 1 and 2 above
4 _____ Straight salary for physicians who treat managed care patients as a majority of their practice
5 _____ Salary plus bonus
6 _____ Fixed amount per patient visit
7 _____ Other _____

Since the options in this question do not address all the nuances of compensation, please elaborate in the space below on how your medical group addresses physician compensation for services to managed care patients.

22 How long did it take you to complete the *1990 Physician Production and Compensation Survey* questionnaire?

1 _____ 1 hour or less
2 _____ 1.1 to 2 hours
3 _____ 2.1 to 4 hours
4 _____ 4.1 to 8 hours
5 _____ 8.1 to 16 hours
6 _____ more than 16 hours